

# RE: Just the Facts

Winter, Tim

Wed 10/28/2020 1:20 PM

To: Berg, John <berg@skschools.org>; Daily, Jeff <daily@skschools.org>;

Cc: Gattenby, Eric <gattenbye@skschools.org>; Sebren, Liz <sebren@skschools.org>; Diehl, Rebecca <diehl@skschools.org>;

The following represents wage adjustments to the major employee groups during the pandemic:

## **SKEA:**

On June 17, 2020, the Board approved the SKEA collective bargaining agreement for 2020-2023. The following link to a document prepared by Executive Director Holsten details the financial impacts of the contract, which was IPD only (1.6%) for 2020-21:

[https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BRQRXD701B57/\\$file/SKEA-SKSD%20TA%20Executive%20Summary.pdf](https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BRQRXD701B57/$file/SKEA-SKSD%20TA%20Executive%20Summary.pdf)

## **SEIU:**

On November 6, 2019, the board was presented with wage reopener contract adoption for SEIU, which was agreed to at the contract inception for analysis to peer districts in 2018-19 to take effect in 2019-20. This can be seen in the strikethrough language of 7.1 on the following link:

[https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BHNUNT7CEB34/\\$file/Amended%20CBA%20-%20SEIU%20Mark-up.pdf](https://go.boarddocs.com/wa/sksdwa/Board.nsf/files/BHNUNT7CEB34/$file/Amended%20CBA%20-%20SEIU%20Mark-up.pdf)

For 2020-21, the wage reopener resulted in a 3% increase for SEIU staff, also shown in the same paragraph.

## **PSE:**

Bargaining commenced prior to the pandemic closure for the wage reopener included in the PSE 2017-2020 contract, triggered by increases to the Central Kitsap salary schedule. On July 22, 2020, the board authorized a two year extension to the PSE contract, with a 3% increase for 2020-21.

## **SKAP:**

At the October 21, 2020 board meeting, the board approved a new, three-year agreement with SKAP with no increase to wages in 2020-21 and future salary adjustments to be based on IPD and comparable districts, as opposed to the past contract that adjusted based on only Central Kitsap.

## **Superintendent:**

The Superintendent declined his contracted salary increase for 2020-21.

## **Assistant Superintendents, Executive Directors, Directors, Coordinators, Assistant Directors, all other administrative and non-represented staff:**

No increase to salary for 2020-21.

**Tim Winter**  
**Superintendent**

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**From:** Berg, John <berg@skschools.org>

**Sent:** Monday, October 26, 2020 12:24 PM

**To:** Daily, Jeff <daily@skschools.org>; Winter, Tim <winter@skschools.org>

**Cc:** Gattenby, Eric <gattenbye@skschools.org>; Sebren, Liz <sebren@skschools.org>; Diehl, Rebecca <diehl@skschools.org>

**Subject:** Just the Facts

I was disturbed by an exchange at our last Board meeting in which Director Daily and Superintendent Winter disagreed on facts. Excerpts are as follows with times noted from the video available on Facebook):

DAILY: It wasn't too many years ago that everybody got those 20% pay raises. (Facebook 1:08:44)

DAILY: You just pushed through 3% pay raises for everybody during a pandemic. (1:09:00)

WINTER: We talked at the last meeting about the 3% raise. That is an inaccurate fact That is not the truth. (1:14:26)

DAILY: I will continue to say that your information is wrong and look at the facts. (1:14:37)

WINTER: We have the facts. It was not a 3% raise across the board. I will be very clear on that. (1:14:43)

The Board needs accurate information upon which to base its decisions. **I ask each of you to supply me with your facts and their source, and refute the alternate version if necessary.** Please supply that data to me and to each other before the next Board meeting and I will present them during the board discussion time. The Board can decide which facts to rely upon.

The Board cannot tolerate having a Director and the Superintendent in essence calling each other liars at our meetings. Repeatedly stating false facts at the Board meeting should be grounds for censure or discipline.

**John R. Berg**

South Kitsap School District

Director Position 2

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