

# RE: SEIU contract

Grubb, Troy

Thu 3/3/2022 1:04 AM

To: Espy, Kate <espy@skschools.org>; Pickard, Brian <pickardb@skschools.org>; Wilson, Jeffrey <wilsonj@skschools.org>; Berg, John <berg@skschools.org>; Daily, Jeff <daily@skschools.org>;

Cc: Winter, Tim <winter@skschools.org>; Farmer, Jennifer <farmer@skschools.org>; Tricia Schroeder <TSchroeder@seiu925.org>; Linda Wright <lwright@seiu925.org>; Cindy Elizalde <celizalde@seiu925.org>;

Dear Board members,

On behalf of my membership I would like to thank you for supporting and defending us.

During tonight's meeting I received calls from some of my members saying they were hurt and felt disrespected by Mr. Daily's comments "the reality is, there is only one group who educates kids". I told them that I disagreed with that statement, I told them.

WE are all important in process of educating the kids.

The kids cannot be educated if they cannot get to school safely

The kids cannot be educated if they do not have nutritious meals to eat

The kids cannot be educated if they do not have the tech support, and supplies they need.

The kids cannot be educated if they don't have clean, dry, warm, safe buildings to learn in

The kids cannot be educated if we do not support the process.

There may be one group that INSTRUCTS the kids but we all are important in the process of educating the kids.

Without US the process would not happen.

Mr. Daily said we would probably misconstrue his comments. Honestly I don't see how we could. he was pretty clear. In fact I think he was just being brutally honest with what he believes. He said what he said and I believe he meant it, which is well within his rights.

In the past I have had good meaningful talks with Mr. Daily and agree with some of his points and also have had disagreements with him. In the end I respect the fact that he has the right to believe the way he does and vote the way he does. But I also believe his comments should be taken at face value. Saying we misconstrue them seems like a type of victim shaming.

I now want to put this behind us and move forward. In fact, I loved what Sara said about CTE. She said she felt it was the best CTE in the state. I envision the same for my classified group.

Now that the vote is over, I trust that we have the support of all five of you and with that, My commitment to The School Board of SK, is to inspire my group to always be better than we were the day before.

I know we may have some hard times ahead of us but we will work through that together.

Thank you  
Troy Grubb

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**From:** Grubb, Troy

**Sent:** Tuesday, March 1, 2022 8:13 PM

**To:** Espy, Kate <espy@skschools.org>; Pickard, Brian <pickardb@skschools.org>; Wilson, Jeffrey <wilsonj@skschools.org>; Berg, John <berg@skschools.org>; Daily, Jeff <daily@skschools.org>

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**Subject:** SEIU contract

Dear Board members,

It is my understanding that the District has shared with The Board, the ratified SEIU contract with a summary of wages.

I would like to direct the Board to the attached wage summary that was updated by SEIU member Kyle Smith. I believe the wage summary that the district provided may not have the current wages of some of the other districts. This may be because of the turn over in HR that we recently experienced? The new Assistant HR director had her hands full getting this ready for you and did a great job but we realized that other districts finished bargaining also and just wanted to give you the clearest most transparent picture we could, an apples for apples comparison

We understand that we are facing financial hurdles and we want you to know that SEIU did not push the district to be the highest paid group in the area. We only wanted SK to be competitive. because we also know that if we are not competitive we will not attract good workers .We need to find a balance. SEIU believes we did just that. Looking at the wage study you will find that most of our group is in the middle tiers.

Please understand, no group was hit harder than the classified members that make up SEIU. We were hit the hardest during Covid and the furloughs. We suffered more than any other group. We would really appreciate your support on this contract.

I understand and respect that each board member has their own personal view on how we should do things here at SK but on this issue of showing your support for the group that has been through the most and is still here to keep this district safe and keep it from falling apart, would mean a lot to all of us, to know that the board supported us and appreciated us through all the hard times.

In turn we will hold each other accountable and be committed to doing our best for the safety and well-being of our students and staff.

*Thank you*

*Troy Grubb*

South Kitsap School District #402

Head Custodian

Discovery/Explorer Alternative High Schools

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"The value of standing up for what I believe in is greater than the value of what I can lose." tg

