

Official Grievance - Complaint by the Aggrieved

Aggrieved Person: J. Carl Leede

Date of Filing Claim: August 4, 1999

Work Phone: [REDACTED] Home Phone: [REDACTED]

School Building: Kokanee Elementary Assignment: Pace Teacher

Supervisor Against Whom Grievance is Filed: Karen Forys, Superintendent

Association Representative: Mitch Cogdill, Attorney

**RECEIVED**  
CERTIFICATION  
AUG 06 1999  
NORTHSHORE SCHOOL  
DISTRICT 417

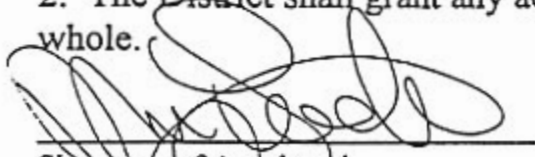
Statement of Grievance:

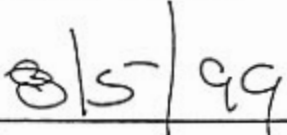
The Northshore School District has violated, misinterpreted, misapplied, unfairly applied, or not applied provisions of the 1998-2000 Collective Bargaining Agreement (CBA) between the Northshore School District (NSD) and the Northshore Education Association (NSEA). Superintendent Forys has disciplined Mr. Leede without Just Cause when it issued him a letter of termination dated July 15, 1999.

By her actions Superintendent Forys has violated Section 20.6 of the NSEA/NSD CBA and any other sections that may apply.

Relief Sought:

1. J. Carl Leede shall be re-instated to his teaching position with the Northshore School District complete with all back pay and benefits.
2. The District shall grant any additional relief necessary to make the grievant whole.

  
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Signature of Aggrieved

  
\_\_\_\_\_  
Date

c. NSEA President  
Executive Director of Personnel  
NSEA Grievance Committee