

EXHIBIT A

EMPLOYEE COMPLAINT FORM: LEVEL ONE

Any employee filing a complaint must fill out this form completely. Level One grievances must be filed with the campus principal, if the employee works on a campus, or with the director or executive director of the department in which the employee works. All complaints will be heard in accordance with DGBA(LEGAL) and (LOCAL) or any exceptions outlined therein.

1. Name: Adonis Schurmann, President, North East Education Association

2. Position: Representing Teachers and Support Staff

3. Campus: All campuses within North East ISD.

4. Please state the date of the event or series of events causing the complaint.

October 19, 2020

5. Please state your complaint, including the individual harm alleged.

See Attached

6. Please state specific facts of which you are aware to support your complaint (list in detail).

See Attached

7. Please state the remedy you seek for this complaint.

See Attached

8. If you will be represented in your complaint, please identify the individual or organization representing you.

Name: Texas State Teachers Association

North East ISD
015910

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(EXHIBIT)

Address: 8716 N. Mopac Expressway, Austin, TX 78759 _____

Representative E-mail: kimm@tsta.org

Representative Telephone: 916-753-3785

Area Code	Telephone Number
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Employee E-mail: northeastea@gmail.com

Employee Telephone: 210-822-6382 _____

Area Code	Telephone Number
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Kim Martinic, TSTA Staff, on behalf of Adonis Schurmann, NEEA President and Members of the North East Education Association.

Employee Signature

October 20, 2020
Date Submitted

EXHIBIT B

NOTICE OF APPEAL: LEVEL TWO

This form must be filled out completely by an employee appealing a Level One decision to the Superintendent's designee in accordance with the District's DGBA(LEGAL) and (LOCAL) policies or any exceptions outlined therein.

1. Name: North East Education Association
2. Position/Campus: All campuses and work locations
3. To whom did you last present your complaint? N/A

Date of hearing: N/A

4. If you will be represented in pursuing your complaint, please identify the individual or organization representing you.

Name: Texas State Teachers Association

Address: 8716 N. Mopac Expressway, Austin, TX 78759

Representative E-mail: kimm@tsta.org

Representative Telephone: 916-753-3785
Area Code Telephone Number

5. Attach a copy of the original complaint.
6. Attach a copy of the Level One decision being appealed.

Employee E-mail: northeastea@gmail.com

Employee Telephone: 210-822-6382

Area Code

Telephone Number

Kim Martinic, TSTA Staff, on behalf of Adonis Schurmann, President NEEA and members of the North East Education Association

Employee Signature

North East ISD
015910

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(EXHIBIT)

October 20, 2020
Date Submitted

EXHIBIT C

NOTICE OF APPEAL: LEVEL THREE

This form must be filled out completely by an employee appealing a Level Two decision to the Superintendent's designee in accordance with the District's DGBA(LEGAL) and (LOCAL) policies or any exceptions outlined therein.

1. Name: North East Education Association

2. Position/Campus: All campuses and work locations

3. To whom did you last present your complaint? Action is against the Superintendent and therefore grievance should start at Level III.

Date of conference: N/A

4. If you will be represented in pursuing your complaint, please identify the individual or organization representing you.

Name: Texas State Teachers Association

Address: 8716 N. Mopac Expressway, Austin, TX 78759

Representative E-mail: kimm@tsta.org

Representative Telephone: 916-753-3785

Area Code

Telephone Number

5. Attach a copy of the original complaint and the Level One and Level Two decisions.

North East ISD
015910

PERSONNEL-MANAGEMENT RELATIONS
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA
(EXHIBIT)

Employee E-mail: northeastea@gmail.com

Employee Telephone: 210-822-6382

Area Code

Telephone Number

*Kim Martinic, TSTA Staff on behalf of Adonis Schurmann, President, NEEA and member of
the North East Education Association*

Employee Signature

October 20, 2020

Date Submitted