



MICHAEL PLOURDE &lt;mplourde@mail.meridian223.org&gt;

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## 4/4 SVEA Rebuttal to PERA Vote

1 message

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**Jacey Schneiker** <jschneiker@mail.meridian223.org>  
To: MICHAEL PLOURDE <mplourde@mail.meridian223.org>

Sat, Apr 4, 2026 at 4:34 PM

Good evening, Dr. Plourde.

Please consider this communication the SVEA Executive Board's rebuttal to the plan set forth by the PERA Joint Committee based upon the votes cast via email during the week of March 23, 2026. Such communication must be submitted to the School Board for consideration along with the PERA Joint Committee's recommendation pursuant to the current contract. The reason for submission of this rebuttal is as follows:

The SVEA Executive Board has received feedback that we feel is worth considering before moving forward. There are several concerns that remain an issue for SVEA stakeholders.

The first concern raised relates to the timeframe for the PERA committee to come to a vote. Due to the timing of Spring Break and the desire for the matter to be completed prior to said break, PERA Joint Committee members were asked to cast their votes by the week following the meeting held on March 18, 2026. This did not allow time for a full membership meeting to be scheduled. SVEA was hopeful that we would have a higher level of engagement in the process to ensure that all member (or as many as possible) voices were included in the decision making process. Due to the timing and method of polling our members, we had less than 50% of membership respond prior to the time of the vote.

Another issue regarding membership polling is that it turns out the message was not consistent between buildings regarding the District and SVEA's counter proposal. We believe the language is important when asking membership to determine which proposal best suits the needs of the District and Members.

SVEA members remain concerned that the proposed changes might be used as a means to target certain staff and may cause inconsistent application of evaluation procedures. This same issue was raised during previously proposed changes to the evaluation process and remains a serious concern of the SVEA membership. The concern is that the proposed change in the evaluation process should not be what motivates evaluators and administrators to coach staff. Coaching should be happening any time an issue is noted and not held for an evaluation or used as a means to terminate employment. Furthermore, any evaluation processes should be applied consistently to all staff. The proposed change will create an environment where it is easier to terminate employment of certified staff rather than coaching said staff.

SVEA members believe this decision making process is being unduly rushed and request that we pause until after a full membership meeting can be scheduled to gather additional feedback to provide to the PERA Joint Committee.

At this time, the SVEA Executive Board is requesting that the Board not adopt the proposed changes to the Assignment of Ratings language. While we do understand and agree that the language should be clarified, we respectfully ask to extend this discussion to such time as the full membership can be engaged. It may be also be appropriate to work toward a resolution on this matter within the IBPSC process.

Sincerely,  
Jacey Schneiker  
SVEA President  
on behalf of the SVEA Executive Board

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**JACEY SCHNEIKER**



**6th Grade Literature**

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