



AEA RIGHTS NEWSLETTER



December 2009

AEA Employee Rights Committee 2009-2010

441: Complaints Against Members

From time to time, parents or students may file complaints against members of our bargaining group. When this happens, quite often neither the administrator nor the member is aware that there is an article in our contract, article 441, which specifically speaks to this issue. The details of this section that are sometimes overlooked are as follows:

B. The administrator shall respond to specifically expressed concerns by encouraging the individual(s) to speak with the member first and shall notify the member of the concerns expressed unless confidentiality is requested. **The administrator shall provide the member with a copy of any written complaint as soon as practical.**

C. **A member may have an Association representative present at meeting(s) regarding a complaint against a member.** Whenever possible, the representative shall contact the unit administrator for discussion of issues prior to the meeting.

D. If the parent refuses to meet with the member concerning the written complaint, the administrator will request a meeting with both the parent and the member. In the event this meeting cannot be arranged, the administrator will hold separate meetings with the member and the parent **prior to taking action on the complaint.**

425: Equitable Treatment

Help!! My principal wants to meet with me for “disciplinary action.” What are my rights under the AEA contract?

Under Section 425, EQUITABLE TREATMENT, the District (and principals) agree to a policy of “progressive discipline.” Here are the steps which should be followed if you are told that you may be subject to disciplinary action:

1. The specific incident must be cited and explained to the member PRIOR to any disciplinary meeting.
2. The member must be apprised of his/her right to representation.
3. You should contact an AEA rights representative to meet with you before, during, and after the scheduled meeting. You must be given at least 48 hours notice to prepare.
4. You do not have to meet with a supervisor or principal before an AEA rights representative can be present.
5. Any disciplinary reprimand or action taken by an administrator must be done in confidence and kept confidential.

THE BOTTOM LINE: If you think you may be disciplined, contact AEA as soon as possible. Your best protection is to have an AEA representative with you at all meetings.

Michael Scott – Chair – East High

Corey Aist, Polaris K-12; Ron Fuhrer, McLaughlin Secondary; Jane Gray, South High;
Rob Hartley, Dimond High; Scott Hickox, Boniface Mall Offices; Carol Larson, Bartlett High;
Karen Orfittelli, Whaley School; Ron Prewitt, ASD Continuation; Lucile Rense, Rabbit Creek Elementary

There are no current grievances on file as of December 1, 2009.