



AEA RIGHTS NEWSLETTER



November 2009

AEA Employee Rights Committee 2009-2010

413E: Involuntary Transfer

At times, the district may need to transfer an employee to a new work site. This may prove unavoidable despite the best efforts of an administrator, but employees must recognize the criteria agreed upon mutually by AEA and ASD in the collective bargaining agreement. According to article 413 E:

Criteria to be followed for involuntary transfers shall be in order of importance:

1. effect on the District's program (including impact on both sending and receiving schools);
2. the member with the least continuous service in the District from an elementary school or the High School/Middle level department affected who fulfills the demonstrated program need; and
3. distance from the member's domicile to the new assignment

425 D and E: Equitable Treatment: The right for AEA representation

If you're sitting in a meeting with your supervisor and find yourself uncomfortable with the tone of the meeting, or you are concerned that an upcoming meeting may become disciplinary, the following two contract articles need to be kept in mind. Meetings of a disciplinary nature require a 48 hour written notice. If this has not been done and the meeting you are in feels like discipline, you have the right to request an AEA representative to attend with you. The meeting may be resumed at a later time when this right has been met. Give yourself the benefit of time to prepare and have an advocate for you at that meeting.

D. When a member is required to meet with an administrator for disciplinary action, the member shall be given 48 hours prior written notice of the time and nature of the meeting and shall be apprised of the right to have an Association representative present. When a principal requires a meeting of a disciplinary nature, the principal will first attempt to schedule the meeting outside the student contact day.

E. When an administrator disciplines a member for some infraction of rules or delinquency in professional performance, the member shall be entitled, upon request, to have an Association representative present. When a request for representation is made, no action shall be taken until a representative can be present. The meeting shall be held as soon as possible.

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 Orfitelli, Whaley School; Ron Prewitt, ASD Continuation; Lucile Rense, Rabbit Creek Elementary

Grievance #	Filed	Issue	School	Status
There are no current grievances on file as of November 2, 2009.				