



Concerning Parents or Guardians:

Parents/Guardians are liable for their minor children's willful misconduct that causes injury to person and/or property.
EC 48904, 48905

A parent or guardian who materially disrupts a class or school activity is guilty of a misdemeanor.
EC 44811

Immediately stop and demand the attendance of a **union representative** or administrator if a parent or guardian meeting becomes unpleasant.

YOUR SITE REP

CTA BEST PRACTICES

- 1 Keep accurate and on-going records of student discipline.
- 2 Take and keep notes of all parent and administrator meetings.
- 3 Be cautious with what you post or share on social media.



Developed by the Professional Rights & Responsibilities Committee of CTAs State Council with the assistance of CTA's Legal Department. (650)552-5425

This pamphlet provides general information about your rights to assist you in critical situations. It does not provide legal advice.

*This is
what you
need to
know.



Teachers'
Rights

MINI-GUIDE TO



If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present.

SCOTUS Decision
NLRB v. Weingarten, Inc.
420 U.S. 251 (1975)

Weingarten
Rights

WITH ADMINISTRATORS

Ask what a meeting's purpose is before attending.

Assert the right under Weingarten and EERA to representation in meetings that have the potential to lead to discipline.


Not sure what to say? See the Weingarten Rights on the back of this brochure.

Stop a meeting that has become disciplinary in nature until representation arrives.

Request unusual directives in writing before complying.

Refuse to give explanations and/or submit a written statement, until after consulting with a union representative.

Remain silent and consult a lawyer if accused of conduct that could lead to criminal prosecution.

A woman with long brown hair and black-rimmed glasses is smiling. She is wearing a bright red hoodie and white pants. She is standing in what appears to be a classroom, with a green chalkboard visible behind her. The text 'Teachers have the right to:' is overlaid in white on her red hoodie.

Teachers have the right to:

IN THE CLASSROOM

Make the final decision as to student grades.

EC 49066

Seize any injurious object from any student while on school premises or under the authority of school personnel.

EC 49331

Be informed of each student who engaged in, or is reasonably suspected of, acts that are grounds for suspension or expulsion, within the past three years.

EC 49079

Suspend students from class for the day of suspension and the following day. Ask the parent or guardian to attend a conference as soon as possible.

EC 48910