

# BEST PRACTICES

## To Protect Yourself



**Keep accurate** and on-going records of student discipline.



**Take and keep notes** of all parent and administrator meetings.



**Be cautious** with what you post or share on social media.



**Request unusual directives** by your administrator in writing before complying.

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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.

- *Weingarten Rights*



# TEACHER'S RIGHTS MINI-GUIDE

*A quick reference survival manual  
designed to keep teachers informed.*



Developed by the Professional Rights & Responsibilities Committee of the CTA State Council June 2021

*With the assistance of the Legal Department*

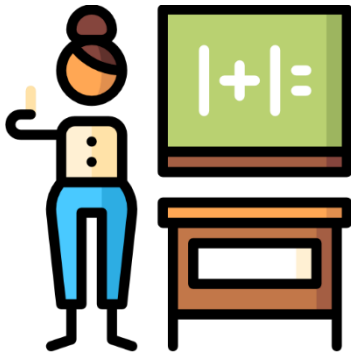
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## CONCERNING Parents Or Guardians

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

A parent/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/guardian meeting becomes unpleasant.



## IN THE CLASSROOM Teachers Have The Right To

Determine the final grade given to each student. **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/guardian to attend a conference ASAP. **EC 48910**

## ADMINISTRATORS Teachers Have The Right To

Ask what a meeting's purpose is before attending, and if it is an investigatory interview, be informed of the subject matter of the interview.

Assert the right under Weingarten and EERA to representation in meetings that might lead to discipline. *Not sure what to say? See back of brochure.*

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

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.