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.

BEST PRACTICES

USE YOUR WEINGARTEN RIGHTS

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)

MINI-GUIDE

EDUCATOR’S RIGHTS

Developed by the Professional Rights & Responsibilities Committee of CTA’s State Council with the assistance of CTA’s Legal Department.

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

LEARN MORE: cta.org/yourrights

MINI GUIDE

Know your rights! Use your rights!

MM9 MINI 07/2023
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.

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 rep.

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

WITH ADMINISTRATORS

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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 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.