



TEACHERS' RIGHTS

Mini-Guide



A quick reference manual designed to help teachers in crisis.

IN THE CLASSROOM TEACHERS HAVE THE RIGHT TO:

- Suspend students from class for two days.
Ed Code 48910
- Notify law enforcement whenever any school employee is attacked, assaulted, or physically threatened by a pupil (also admin duty to report)
Ed Code 44014
- Be informed of students' violent, threatening, harassing or criminal conduct.
Ed. Code 49079
- Make the final decision as to student grades.
Ed. Code 49066
- Be notified within a reasonable time before parents visit your classroom.
Ed. Code 49091.10
- Keep accurate and on-going records of student discipline.

CONCERNING PARENTS:

- A parent who disrupts a class or school activity is guilty of a misdemeanor.
Ed. Code 44811, Penal Code 415.5 & 626.37
- Parents who are disruptive and abusive to teachers must be reported within 24 hrs. to the Principal and to District Student Services (also report to Police if threats are received). Use the District's form: **Civility Policy Incident Report** (can be found on TRUE website, under Know Your Rights).
- Parents are liable for willful misconduct of minor children that cause injury.
Ed. Code 48904
- If a parent meeting becomes unpleasant, immediately stop and demand the attendance of a union rep or Principal.
- Teachers have the right to know specific details of any complaint against them, including the identity of the person complaining.

WITH ADMINISTRATORS TEACHERS HAVE THE RIGHT TO:

- Ask what a meeting is about before attending.
- Ask that a TRUE representative be with them in meetings that might lead to discipline.
- Request that unusual directives be put in writing before complying.
- Give no explanations and/or refuse to submit a written statement until after consulting with a TRUE and/or CTA representative.
- Remain silent and consult a lawyer first, if accused of conduct that could lead to criminal prosecution.

Go to the "KNOW YOUR RIGHTS" section of the TRUE website (www.trueassociations.org) for more detailed information on these and other rights, plus other valuable info:

- ⇒ PREGNANCY AND PARENTAL LEAVE RIGHTS
- ⇒ EMPLOYMENT LIABILITY INSURANCE
- ⇒ EVALUATIONS Q&A AND TIMELINE

- ⇒ BREAKS FOR NURSING MOTHERS
- ⇒ SICK & PERSONAL LEAVES
- ⇒ CTA GROUP LEGAL SERVICES

**IF YOU DON'T KNOW
YOUR CONTRACT,
THEN YOU DON'T KNOW
WHEN IT'S BEING VIOLATED!**



**KNOWLEDGE IS POWER!
READ YOUR CONTRACT!**

Visit the TRUE website:
www.trueassociation.org

