



CONTACT

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Building Reps Represent Members and Solve Problems

You are entitled to Association representation on all issues associated with the contract and discipline. Issues such as a reassignment, safety, and meeting hours are generally site based and can be solved with a conversation among the Bargaining Unit member, the Building Rep, and the administrator.

Article XI. "Grievance Procedures" states: "Most grievances arise from misunderstandings or disputes which should be settled promptly and satisfactorily on an informal basis at the immediate administrative level. The employer and employee organization agree that every effort will be made by management and the grievant to settle grievances at the lowest possible level."

Report immediately any occurrence of an administrator prohibiting the inclusion of a Building Rep to attend or participate in a meeting regarding your rights and responsibilities under the contract.



Teachers May Suspend Students from Class

Education Code 48910 states that a teacher may suspend any pupil from the teacher's class, for any of the acts enumerated in Section 48900, **for the day of the suspension and the day following.** This includes "willful defiance" as a reason to suspend from the class. AB 420 Dickinson excludes "willful defiance" as a reason to expel a student; however it does not exclude the reason for suspension by the teacher or by the district.

The teacher shall immediately report the suspension to the principal of the school and send the pupil to the principal or the principal's designee for appropriate action. If that action requires the continued presence of the pupil at the school site, the pupil shall be under appropriate supervision, as defined in policies and related regulations adopted by the governing board of the school district. As soon as possible, the teacher shall ask the parent or guardian of the pupil to attend a parent-teacher conference regarding the suspension. Whenever practicable, a school counselor or a school psychologist shall attend the conference. A school administrator shall attend the conference if the teacher or the parent or guardian so requests.

The pupil shall not be returned to the class from which he or she was suspended, during the period of the suspension, without the concurrence of the teacher of the class and the principal.

A pupil suspended from a class shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day this subdivision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.

A teacher may also refer a pupil, for any of the acts enumerated in Section 48900, to the principal or the principal's designee for consideration of a suspension from the school. Suspension from the school is determined by the administration.

One Day Notice for Parent Conferences

All parent conferences must be scheduled in advance. No parent should appear at a teacher's door and demand a parent conference then and there.

All parental requests for parent conferences shall be honored (K-12). When a conference which is not regularly scheduled is requested by a site administrator, the Bargaining Unit member shall be notified a minimum of one (1) day in advance except in those situations when a delay in the conference will result in great personal hardship to the student and/or parent/guardian. In such cases the site administrator or the administrative designee shall notify the Bargaining Unit member with respect to the reasons for the conference. These emergency requests shall be honored within the Board Day without interrupting instruction unless the Bargaining Unit member has a prior commitment to a District related responsibility or is unable to meet due to illness. (Article IV. Section J.6)

If a parent comes to your classroom for an immediate parent conference, send the parent to the office or contact the office. If an administrator brings a parent to your classroom for an immediate parent conference contact a Building Rep and site principal as soon as possible.

You Have a Legal Right to Representation

September 22, 1975, Governor Jerry Brown signed CTA-sponsored Senate Bill 160 by state Sen. Al Rodda, known as the **Educational Employment Relations Act (EERA)** or the Rodda Act, to give California public school teachers collective bargaining rights. The legislation established an administrative body that became the **Public Employment Relations Board (PERB)**.

Government Code 3543.1.

Rights of employee organizations:

(a) Employee organizations shall have the right to represent their members in their employment relations with public school employers, except that once an employee organization is recognized or certified as the exclusive representative of an appropriate unit pursuant to Section 3544.1 or 3544.7, respectively, only that employee organization may represent that unit in their employment relations with the public school employer...

(b) Employee organizations shall have the right of access at reasonable times to areas in which employees work, the right to use institutional bulletin boards, mailboxes, and other means of communication, subject to reasonable regulation, and the right to use institutional facilities at reasonable times for the purpose of meetings concerned with the exercise of the rights guaranteed by this chapter...

The statute can be found at <https://www.perb.ca.gov/lawspdfs/eera.pdf>



Grievance Training
March 20, 2018
5 p.m.
At the MTA CC