

STAFF RIGHTS AND RESPONSIBILITIES

Individual Rights

The Board agrees that every teacher shall have the right to freely organize, join, and support the Association and its affiliates. The Board agrees that it shall not directly or indirectly discourage or deprive or coerce any teacher in the exercise of any rights conferred by law, and shall not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of membership in the Association and its affiliates, bargaining with the Board, or his institution of any grievance, complaint, or proceeding under this policy or otherwise with respect to any terms of conditions of employment.

No continuing teacher shall be nonrenewed, dismissed, suspended, reprimanded, or reduced in rank or compensation without just cause. Any such action by the Board or representative thereof shall be subject to the grievance procedure.

If a meeting with an administrator results in a reprimand, warning, or disciplinary action for any infraction of Board policy, rules, or regulations, or for delinquency in professional performance, a teacher shall have the right to a subsequent meeting to discuss such allegations in the presence, if desired, of a representative of the Association.

Nothing contained in this policy shall be construed to deny or restrict to any teacher any such rights as he may have under applicable laws and regulations. The rights granted to teachers hereunder shall be deemed to be in addition to those provided elsewhere.

A teacher shall not be disciplined or reduced in rank or compensation without just cause. Any such action taken by the Board or any agent or representative thereof shall be subject to the grievance procedure.

Suspension of any teacher by the Board shall be consistent with provisions contained in A.R.S. 15-540, 15-341(25), and 15-342(16).

Accepting the responsibility for such a decision, both legal and professional, a teacher may choose to refuse to carry out an administrative order or directive that may threaten or jeopardize the health or safety of himself, a student, or other individuals in the exercise of his duties or is contrary to reasonable health or safety standards. Following such an incident, the decisions involved in the incident will be reviewed using procedures required at Formal Level One of the grievance procedure.

With the exception of such things as misdemeanors, criminal charges, or violation of the FEA Code of Ethics, the Board shall attempt to confine its assessment or evaluation of an employee to the performance of contractual responsibilities.

Within the judgment of an administrator, any complaint directed against a teacher should be communicated to the teacher involved. Dismissal proceedings shall not be initiated against a teacher unless the teacher has had notification and the opportunity to respond to any complaint.

Dismissal proceedings shall not be taken by an administrator solely on the basis of hearsay or anonymous complaint.

The Board agrees that no teacher shall be discriminated against by the District on the basis of age, race, color, sex, religion, national origin, marital status, political or union activity, location of residence, or handicap in hiring and firing; compensation, fringe benefits, classifying, referring, assigning, or promoting teachers; extending or assigning use of facilities; or training, retraining, or any other terms, conditions, or privileges of employment.

Adopted: date of manual adoption