

Certified Personnel Association Rights	D.36
<i>Adopted: July 23, 2013</i>	

The association shall have the following rights:

1. The use of the school building for meetings.
2. The use of school bulletin boards in the teacher's lounges and the use of mailboxes.
3. To be on the agenda of the orientation program for new teachers.
4. To be placed on the agenda of any school board meeting, with prior notification to be given to the superintendent, no later than on Monday one week prior to the board meeting with designation of topic for discussion.
5. The grievance committee, comprised of teachers employed in the district shall have the right to visit schools to investigate working conditions pertaining to teacher complaints and/or grievances before or after school working hours.
6. HACT will be granted ten (10) days' leave to be used by teachers to attend conventions, conferences, and meetings of the association. The teacher using the leave shall have the cost of the substitute pay deducted from his/her check. HACT shall reimburse the teacher for the substitute pay. Except in the case of an emergency, the association shall request the leave at least two (2) days in advance.
7. Right to representation: Teachers shall have the right to have an association building representative or other mutually agreeable witness present whenever attending a conference with the principal during which the teacher is receiving a written reprimand or other formal disciplinary action
8. Complaints against teachers: When parent complaints are received, the parent will be encouraged to discuss the concern with the student's teacher. All complaints against a teacher must be substantiated and documented through a thorough investigation before any disciplinary action is taken. Teachers shall be notified of the complaint and shall have the right to respond to the complaint before receiving a written disciplinary action.