

Organizing at your Site

How can members effectively solve problems that are site specific? When an issue arises:

1. Teachers on FAC or site reps need to clearly find out what the problem is and collect the facts first. Talk to teachers and hold a site meeting.
2. Reps should check the contract to see if there is a clear violation. If unsure, check with grievance chair (Suzanne Lima) or president (Suzanne Lima).
3. As a site, decide together what changes or actions you want to be taken on the issue. Decide how you plan to stand together on this issue.
4. Depending on the temperament of your administrator, decide whether it is best to call for a meeting with reps and principal, a site FAC meeting, or bring up during a faculty meeting.
5. Be ready to have clear examples and articulate what your needs and wants are. Present your data.
6. Let your principal know of your efforts to collaborate with him/her in order to keep the school moving forward and students learning*.
7. Be patient but consistent. A solution can be a compromise worked out between teachers and the principal. It may be one that arose during the meeting(s) that both parties can live with.
8. When the problem is resolved, thank the principal for working with the teachers.

* Whenever possible, couch your concerns and needs around students. Find how the issue affects children in the classroom and clearly articulate those effects.