



Myths and other fables about new teachers or...

How can I protect myself by exercising my *rights*?

Myth	Reality
“Because I’m a new teacher, I don’t have the same rights as veteran teachers.”	Wrong! So long as you have completed your AVUTA/CTA Membership Form, then you are a member in good standing with the Association. You have the same contractual rights as everyone else. *Temporary teachers are at will status employees.
“I am a probationary I or II teacher. The district can fire me for any reason and at any time.”	Partially true...probationary I and II teachers must be provided a non-reelect notice (also known as, a termination notice) NO LATER than March 15. A reason does NOT need to be provided.
“If I’m called into to meet with an administrator, I should go right away.”	A teacher has the right to know the nature of the meeting beforehand. If the teacher has a reasonable belief that the issue to be discussed may result in disciplinary action, then the teacher has the right to request AVUTA representation. *Be careful of insubordination.
“My union dues are being spent on political candidates and campaigns.”	No portion of CTA or NEA dues are spent on political campaigns. You have the option of contributing to their Political Action Committee, above your dues, if you wish to support the educational goals/initiatives/campaigns of these associations. No local dues are spent on state or national issues.
“If I think I have violated a rule or policy and an administrator asks me to write down my recollection of the incident, in order to protect myself I should do it.”	Documenting what occurred is important; however, do NOT share your written statement with an administrator until your rep has reviewed it. Your statement can be used against you. Keep in mind that once you submit a written statement it is very difficult to amend it after the fact.
“If I am accused of a criminal offense, I should confess right away so that the district will be more lenient on me.”	A criminal accusation, regardless of merit, is a serious matter. Do NOT make any written or oral statements until you speak to a CTA Lawyer. Reps and the AVUTA President do NOT have attorney client privileges. Allegations of a serious criminal offense are handled by an attorney, which will be provided for you in an employment related matter.
“If I’m a new teacher and I get involved with AVUTA, administrators will see me as a rebel and hold it against me.”	You have the legal right and are encouraged to get involved with AVUTA. Your active participation affords protection under the law.