

BILL OF RIGHTS FOR EDUCATION EMPLOYEES

In 1991, the leaders of the National Education Association adopted a set of rights they believe all educational employees are entitled to. At Missouri NEA, we are working toward creating greater rights and protections for all educational employees. We hope, someday, that all educational employees will have the rights enumerated below.

Preamble

We, the educational employees of the United States of America, aware that a free society is dependent upon the education afforded its citizens, affirm the right to freely pursue truth and knowledge.

As an individual, the educational employee is entitled to such fundamental rights as dignity, privacy and respect. As a citizen, the educational employee is entitled to such basic constitutional rights as freedom of religion, speech, assembly, association, political action and equal protection of the law.

In order to develop and preserve respect for the worth and dignity of humankind, to provide a climate in which actions develop as a consequence of rational thoughts, and to ensure intellectual freedom, we further affirm that educational employees must be free to contribute fully to an educational environment that secures the freedom to teach and the freedom to learn.

Believing that certain rights of educational employees derived from these fundamental freedoms must be universally recognized and respected, we proclaim this Bill of Rights for Educational Employees.

Article I – Rights As Members of the Education Community

As members of the education community, individual educational employees have the right:

Section 1. To maintain and improve their job-related skills.

Section 2. To influence effectively the formulation of policies and procedures that affect the nature and quality of the services they perform.

Section 3. To safeguard information obtained in the course of their employment.

Section 4. To work in an atmosphere conducive to learning, including the use of reasonable means to preserve the learning environment and to protect the health and safety of students, themselves and others.

Section 5. To express publicly views on matters affecting education.

Section 6. To attend meetings of and address the relevant governing body and be afforded access to its minutes when official action may affect the nature and quality of the services that they perform.

As members of the teaching profession, teachers have the right :

Section 1. To be licensed under professional and ethical standards established, maintained and enforced by the profession.

Section 2. To maintain and improve their professional competence.

Section 3. To exercise professional judgment in presenting, interpreting and criticizing information and ideas, including controversial issues.

Section 4. To influence effectively the formulation of policies and procedures that affect their professional services, including curriculum, teaching materials, methods of instruction and school-community relations.

Section 5. To exercise professional judgment in the use of teaching methods and materials appropriate to the needs, interests, capacities and the linguistic and cultural background of each student.



Article II – Rights as an Employee

As employees, educational employees have the right:

Section 1. To seek and be fairly considered for any position commensurate with their qualifications.

Section 2. To retain employment in the absence of a showing of just cause for dismissal or nonrenewal through fair and impartial proceedings.

Section 3. To be fully informed, in writing, of rules, regulations, terms and conditions affecting their employment.

Section 4. To have conditions of employment in which health, security and property are adequately protected.

Section 5. To influence effectively the development and application of evaluation procedures.

Section 6. To have access to written evaluations, to have documents placed in their personnel files to rebut derogatory information and to have removed false or unfair material through a clearly defined process.

Section 7. To be free from arbitrary, capricious or discriminatory actions affecting the terms and conditions of their employment.

Section 8. To be advised promptly in writing of the specific reasons for any actions that might affect their employment.

Section 9. To be afforded due process through the fair and impartial hearing of grievances, including binding arbitration, as a means of resolving disputes.

Section 10. To form, join or assist employee organizations, to negotiate collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of negotiations or other mutual aid or protection.

Section 11. To withdraw services collectively when reasonable procedures to resolve impasse have been exhausted.

Article III – Rights in an Organization

As members of an employee organization, educational employees have the right:

Section 1. To acquire membership in employee organizations based upon reasonable standards equally applied.

Section 2. To have equal opportunity to participate freely in the affairs and governance of the organization.

Section 3. To have freedom of expression, both within and outside the organization.

Section 4. To vote for organization officers, either directly or through delegate bodies, in fair elections.

Section 5. To stand for and hold office subject only to fair qualifications uniformly applied.

Section 6. To be fairly represented by the organization in all matters.

Section 7. To be provided periodic reports of the affairs and conduct of business of the organization.

Section 8. To be provided detailed and accurate financial records, audited and reported at least annually.

Section 9. To be free from arbitrary disciplinary action or threat of such action by the organization.

Section 10. To be afforded due process by the organization in a disciplinary action.