

Just Ask Liz

Dear Liz:

How does it work if a teacher member has a grievance against an IRT or a paraeducator has a grievance against a teacher? I'm sure the principal has to be informed of the issue, but what happens or can happen after that if no changes have been made even if the principal has spoken to the person about whom there are complaints? The gist of this is that IRTs sometimes act as if they are in an administrative capacity over teachers, as do some teachers over paraeducators.

Liz's Wisdom:

First, let's be clear on the key point that answers your question! Any employee with the authority to evaluate in a supervisory capacity is designated as A&S. This does not apply to IRTs or to teachers, all of whom are TEACHERS. An IRT is just a particular type of teacher who provides instructional resources. Neither position is considered management, administrative, or supervisory. This distinction leads to the answer to your primary question. EASMC grieves and advocates for members in disputes between labor and management. Since teachers are not considered management, we would not grieve them. It is management's responsibility to ensure a safe and positive work environment and supervisor employees. Thus, your first step in resolving concerns with a colleague is to speak with him/her privately, respectfully, and clearly to explain your concern and seek change or understanding, as appropriate. If your attempt to resolve your concern at the lowest level is unsuccessful, then you should refer your concerns to your supervisor. This answer assumes that you are not facing a dangerous or threatening situation such as sexual harassment, which should be reported immediately.