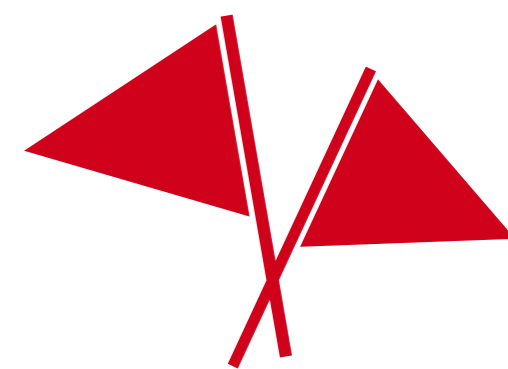


RED FLAG MOMENTS

There are moments for an educator that will cause concern and raise "red flags." In those cases, the member should consider finding the Granite Education Association (GEA) Association Representative (AR) or call for a Director before participating in a meeting with a building administrator. Many times members will acquiesce to questioning without representation. This is not a wise decision!



GEA is your advocate anytime employment issues arise!



WHAT TO SAY IF AN ADMINISTRATOR ASKS QUESTIONS THAT COULD LEAD TO DISCIPLINE:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request postponement of this meeting until I can arrange to have a GEA representative present."

THE FOLLOWING SCENARIOS ARE EXAMPLES OF WHAT MAY OCCUR, AND A GEA MEMBER SHOULD VIEW THIS AS A SIGNAL THAT IT IS TIME TO FIND THE FIRST AVAILABLE REPRESENTATIVE:

An administrator requests that you attend a meeting with a parent and you feel it may become overly emotional, volatile, or think there may be discipline action.

An administrator starts getting "hot-under-the-collar" with you, and you're alone.

You walk into the office and you're met by two administrators: one is from your building and one is from the district. You are unaware what the meeting may be about.

Your administrator says anything that sounds like:
- "I've had some parent complaints about you."
- "I have some concerns we need to talk about."
- "There are rumors in the community about you that we need to discuss."

YOU DEFINITELY NEED A GEA AR OR DIRECTOR IF:

Your administrator asks, "Do you want representation?" **THE ANSWER IS ALWAYS, "YES!"** If your administrator is offering or suggesting representation prior to the meeting, you can be assured the meeting will be a serious matter.

Your administrator uses any of the following words in the course of a meeting: discipline, termination, employment status, or negative evaluation.

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(801) 266-4411
Directors: Jessica Dunn and Barbara Antonetti

