

Frequently Asked Questions for Certified Staff

Do I have to come in to work first and then walk out?

No. If you decide to participate, please join the rally at the State Capitol.

Will I be compensated for the days of any walkout?

Maybe. This will depend on the approach your district takes and on the availability of appropriate approved leave. You have a contract for a fixed salary. Several school districts have indicated that they will continue to pay certified employees' salaries throughout a walkout. It is possible that your school district could choose to dock your pay for days missed if you do not have leave available to cover the absences. However, if your pay is docked, you would be paid in the future for any makeup days added to the school year. Please check with your Local Education Association representative about how your school district intends to act and whether you have further protections under a meet and confer agreement.

What do you mean by “appropriate approved leave”?

School districts, either by policy or through meet and confer agreements, provide leave benefits of various kinds to their employees. Leave benefits come in various forms and are known by different names in each district. Each district has its own rules and restrictions on the accumulation and use of available leave. For example, some types of leave are often limited to particular purposes (e.g., sick leave) while others are more general and open-ended (e.g., personal days). Some policies require employees to seek approval before they can use certain kinds of leave. Generally, employees must provide notice when taking leave. You should consult with your Local Education Association representative or your Organizational Consultant on the types of leave offered by your district and the terms under which you can use each.

Can I call in sick?

Possibly, if you have unused accrued sick leave available and there are no restrictions on why you are using it or if you meet one of the conditions for using it.

Standard school district policies and state law provide for Earned Paid Sick Time.

A doctor's note is not required until you have missed three consecutive days of Earned Paid Sick Time under Arizona law.

Please ask your Local Education Association representative about whether your district has restrictions on the use of sick leave beyond Earned Paid Sick Time.

Please be aware that the school district may not approve your leave. Please also understand that if you misuse sick leave under your district's policy, you could face discipline.

Does the District have to pay me if I use sick time?

Yes, so long as there are no restrictions on why you are using this paid time off or if you meet the conditions for using it.

Will I get fired or disciplined if I walk out?

It is possible. The probability of discipline or termination goes way down the more employees join the walkout.

Will AEA help me if I get fired or disciplined for walking out?

Yes BUT you have to be a member BEFORE you are fired or disciplined. If you are not yet a member, please join online at arizonaaea.org or contact your Local Education Association representative for a membership form.

If I get fired, will I get unemployment compensation?

No.

Will I be covered with health insurance if I walk out?

Yes, if you remain employed and still pay the premiums. If your employment is terminated, you can continue healthcare coverage through COBRA.

How long will this walkout last?

No one knows.

If the school is closed for the walkout days, do I have to make the time up later?

Probably because Arizona law requires 180 days of school. You will need to work the makeup days with no pay if your school district paid you during the walkout. Again, if the school district docked your pay during the walkout, you should be paid for the makeup days.

Will my teaching certificate be affected if I walk off the job?

It is possible. The more teachers join the walkout, the less likely it is for school district administrators to report teachers to the Arizona Department of Education.

Will AEA help me if my certificate is reported to ADE because of the walkout?

Yes BUT you have to be a member BEFORE you are reported. If you are not yet a member, please join online at arizonaaea.org or contact your Local Education Association representative for a membership form.

Frequently Asked Questions for Classified Staff*

*You are classified if you do not have a certificate from the State Board of Education.

Do I have to come in to work first and then walk out?

No. If you decide to participate, please join the rally at the State Capitol.

Will I be compensated for the days of any walkout?

If your school remains open during the walkout and you use appropriate approved leave to cover your absences, you will be paid for these days. If your school closes due to the walkout and you are an hourly employee, you will likely not be paid for any days during which the school is closed. However, if the school district has to add days to the school calendar in order to reach the number of required days, you will be compensated for working on those days.

What do you mean by “appropriate approved leave”?

School districts, either by policy or through meet and confer agreements, provide leave benefits of various kinds to their employees. Leave benefits come in various forms and are known by different names in each district. Most districts provide sick leave, vacation leave, personal or general leave, and/or paid time off (or PTO). Each district has its own rules and restrictions on the accumulation and use of available leave. For example, some types of leave are often limited to particular purposes (e.g., sick leave) while others are more general and open-ended (e.g., personal days). Some policies require employees to seek approval before they can use certain kinds of leave (e.g., vacation days). Generally, employees must provide notice when taking leave. You should consult with your Local Education Association representative or your Organizational Consultant on the types of leave offered by your district and the terms under which you can use each.

Can I use my vacation or PTO?

Yes, if you have unused accrued vacation or PTO available and there are no specific restrictions on why you can use it. Please be aware that the school district may not approve your leave.

Can I call in sick?

Possibly, if you have unused accrued sick leave available and there are no restrictions on why you are using it or you meet the conditions for using it.

Standard school district policies and state law provide for Earned Paid Sick Time.

A doctor's note is not required until you have missed three consecutive days of Earned Paid Sick Time under Arizona law.

Please ask your Local Education Association representative about whether your district has restrictions on the use of sick leave beyond Earned Paid Sick Time.

Please be aware that the school district may not approve your leave. Please also understand that if you misuse sick leave under your district's policy, you could face discipline.

Does the District have to pay me if I use sick or vacation/PTO time?

Yes, so long as there are no restrictions on why you are using this paid time off or if you meet the conditions for using it.

If I am out of sick, vacation and PTO, will I get paid if I walk out?

Probably not. It depends upon whether your school district wants to pay you. Please check with your Local Education Association representative about how your school district intends to act and whether you have further protections under a meet and confer agreement.

Will I get fired or disciplined if I walk off the job?

It is possible. The probability of discipline or termination goes way down the more employees join the walkout.

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