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# AMERICAN FEDERATION OF TEACHERS

*A Union of Professionals*

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## Top of Utah Bulletin - May 2013

# AFT MEETS WITH OGDEN SUPERINTENDENT

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## AFT UTAH

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### **YOUR WEINGARTEN RIGHTS**

*"If this could in any way lead to my being disciplined, or terminated, or affect my personal working conditions, I respectfully request that my AFT Utah representative be present at this meeting. Without representation present, I choose not to participate in this discussion."*

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President of AFT Utah Brad Asay along with Labor Relations Representatives Cal Udy and Shawna Baird met with Superintendent Brad Smith, on Tuesday, April 30th.

Superintendent Smith scheduled the meeting in order to address concerns he had with comments made by AFT Utah in the Ogden Standard Examiner and on KSL's Doug Wright Show.

As a result of 3+ hours of energetic discussion, conflicts, solutions, and agreements, the following are items that were agreed upon.

1. Brad Asay and Cal Udy will meet once a month with Superintendent Smith to discuss concerns, questions, and issues posed by AFT members.

2. AFT will publish summaries of these meetings monthly after both parties have had a chance to review the content.

3. Superintendent Smith and AFT have agreed to keep working on improving communication, transparency, and a professional relationship.

4. Superintendent Smith has given Brad Asay his personal home phone number in the event that AFT needs to contact him after school hours.

5. Superintendent Smith has assured Brad Asay that he will, as before, make time to address concerns or situations that are of a more pressing or discreet nature.

6. Superintendent Smith and AFT have agreed to have discussions on how to improve trust between all district employees.

7. Superintendent Smith and AFT have agreed to discuss ways to improve morale and celebrate successes.

8. Superintendent Smith and AFT will have an open dialog about improving evaluations, procedures, and policies.

"On behalf of AFT Utah, I would like to thank Superintendent Smith for meeting with me and my staff to hammer out some tough issues. This is just the beginning of what we hope will be a professional relationship in which we can respect differences. We may, and probably will, disagree on many points. However, I am confident that with open dialog, professionalism, and perseverance, we can work through such issues."  
-Brad Asay - President, AFT Utah.