

# AR Mini-Session

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Session Title: **Insubordination**

Time: 15 minutes

Materials/Equipment Needed: none

Handouts: Insubordination - What Is It?  
Is It Insubordination IF. . .



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## Script

Say → The purpose of this session is to explore what insubordination is or can be. The material is created to spark discussion only and not meant to be a legal interpretation of any issue or event.

### Activity 1

*[Distribute the “Insubordination - What Is It?” handout. Give a minute or two for participants to read the article. Call attention to the definition of insubordination.]*

### Activity 2

*[Refer to the “Insubordination Scenarios” handout to spark discussion on the topic. Go over one, two or all the scenarios as time permits. The answer key on the back of this page is provided as a resource.]*

Say → These scenarios and answers are for discussion purposes only and should not be used as “the” answer for an individual’s problem. All cases are different with a variety of solutions. The law is specific, but even the law is not the only answer when working with people.

Say → Any member requiring specific assistance should contact his/her UniServ Director.

## Is It Insubordination If . . . (Help Key for Presenter)

- A. An educator refuses to medicate a student.** The North Carolina General Statute states that educators are not required to administer drugs or medication or attend life-saving technique programs. NCAE recognizes that students have to be served. Educators are encouraged to find alternative resources for students rather than just refusing to be involved. Educators who are hired with medicating students on the job description agree to perform such duties as part of their conditions of hire. (§115C-307—Duties of Teachers)
- B. An educator refuses to do bus duty in an unsafe situation.** Common Sense would dictate that employees should be protected the same as students. In some instances, the administrator may not be aware of the unsafe conditions, and/or the educator may have misunderstood the directions for bus duty. In any case, communication is the best way to resolve this issue. Talk to the administrator and make sure that the duty is fully understood. The law ensures that a safe school plan is in place. (§115C-105.47 – Local Safe Schools Plan)
- C. A teacher gets grades in late.** If the administrator gave a directive to all teachers that grades were due by a certain date and time, there may be a case for insubordination if the teacher ignores that directive. The circumstances would dictate the severity of the case. Did the teacher willfully ignore the directive or was there a computer problem? If a teacher is already on an Action Plan this issue may be used in the teacher’s evaluation or as part of a case for dismissal or non-renewal.
- D. An employee is habitually late to work.** This issue depends on what time the teachers are supposed to report, whether they have to sign in and whether there is a directive from the principal. The discussion should center on the directive of the administration and the response of the teacher. If there is no specified time, and the teacher is accused of being late, there is a case for refuting the charge. If there is a specified time and the teacher is on campus, but did not sign in, there may be an argument. There are a lot of “depends” in this issue. The bottom line is to do what is ordered, directed, or expected by the administration.
- E. Teachers are assigned to a workshop two days before a workday. Do you have to attend?** The Calendar Law says that the principal must give teachers two weeks notice of a mandatory workshop on a workday. There is more involved in the issue as well since the School Improvement Team is supposed to schedule staff development within the School Improvement Plan which is voted on by all instructional staff. It is still a good idea to talk this issue out with the principal rather than refusing to attend because the law does not allow short notice. (§115C-84.2 – School Calendar)
- F. The PTA Meeting is required for all teachers. Do you have to attend?** There may be a board policy that addresses this issue. Generally speaking, attending meetings is part of a teacher’s day. Of course, there is the question of all teachers attending every meeting. This should be discussed with the principal and the School Improvement Team so that a good compromise can be reached. If a principal issues a directive that all staff will be at a meeting, you must attend. Any teacher who has prior commitments should approach the principal, or submit in writing, their reasons for not being able to attend and get approval for their absence. Just not showing up may be a problem.