

CALL ON CTA'S EXECUTIVE OFFICERS TO STOP BAD CTA MANAGEMENT HIRES NOW

Your CTA Board of Directors and executive management hired an external candidate for the Region 4 manager position with a history of bad boss behavior earlier this month. Heather Carroll-Fisher comes to CTA from Maryland, where she had a problematic history of mistreating her employees. In 2018, she was sanctioned by the National Staff Organization, CSO's national affiliate, for creating a hostile work environment, disciplining employees without cause or due process, and interfering with staff's ability to perform their assigned responsibilities. The responsibilities of the Region 4 Manager position includes the direct supervision of Region 4 CSO and CAS staff, which is a serious cause for concern.

- Can you imagine if your school board hired a new administrator from another district where they had a reputation for being anti-teacher and anti-union?
- The sanctions against Carroll-Fisher were never lifted because *her terrible behavior never changed and she continued to fight her staff's unionization efforts.*
- CSO members have a strong history of standing with you when your union fights back against bad superintendent and administrator hires.

Please stand with us in our fight to have managers who are collaborative leaders that support us in our work. Like you, we deserve to work and thrive in a positive environment led by a supportive manager.

Please call on CTA's Executive Officers and demand they rescind the hiring of Heather Carroll-Fisher NOW:

President David Goldberg (dgoldberg@cta.org)

Vice President Leslie Littman (llittman@cta.org)

Secretary-Treasurer Erika Jones (ejones@cta.org)



HEATHER CARROLL-FISHER, CTA BOARD OF DIRECTORS' & CTA MANAGEMENT'S CHOICE FOR REGION 4 MANAGER

Sanctions Imposed Against Montgomery County Education Association (MCEA)

August 30, 2018

NSO Affiliate Presidents,

The NSO Executive Committee has approved the imposition of sanctions against the Montgomery County Education Association.

The Professional Staff Association of Maryland (PSAMD) called for sanctions against the Montgomery County Education Association (MCEA), an affiliate of the Maryland State Education Association.

Over the last year, MCEA Executive Director Heather Carroll-Fisher and Field Director Lindsay Barrett have created a hostile work environment by attempting to intimidate and harass PSAMD members to such a point that the Maryland State Education Association (MSEA) has had to remove staff from their assignments at MCEA. MCEA management has shown a complete disregard for union values and has disciplined Local Option staff without cause or due process and has attempted to interfere with PSAMD members' ability to perform their assigned duties and responsibilities. Furthermore, a deceitful and dishonest assertion that PSAMD negotiated a separate agreement with MSEA to prevent PSAMD staff from participating in local organizing work continues to be perpetuated to Association members and Local Option staff by Carroll-Fisher, Barrett and MCEA leadership.

In accordance with NSO sanctions procedures, all job postings (current and future) in Montgomery County are hereby sanctioned by NSO. We are requesting that NSO members do not apply for vacancies. We are requesting that NSO members boycott all training sponsored by the Montgomery County Education Association. We request that NSO members boycott all support or assistance requested by MCEA. Lastly, we ask that the sanction information be forwarded to all members so that it can be distributed as necessary.

An injury to one is an injury to all.

Yours in union,

Brad Darjean, President

cc: Executive Committee Members/NSO Officers

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