

## Mediation in Civil Case

### TEACHERS IN A DISPUTE

Two teachers – Ms Samanta Kropiwiiec (49) and Ms Beatriz Wojcieszek (45) – working in a small, but prestigious school in Latvia have found themselves in a conflict. Both of them teach a foreign language – Polish, which is a mandatory subject in a particular school. It is the middle of the semester, when the conflict becomes unbearable. Ms Samanta Kropiwiiec in addition to the teacher's job is also an assistant of the director in administrative matters. She has been born to be a leader and her activity is overwhelming in every aspect of the school life. Ms Beatriz Wojcieszek is also trying to promote additional activities for the school children, organizing events, friendship projects with schools from Poland and art classes as an optional arts-and-crafts club.

Both teachers many have times complained to the director of the school about their objections towards each other. The teacher Samanta Kropiwiiec says that Beatriz is too slow and too vulnerable. Whatever Samanta says to Beatriz, the latter takes it too personally and starts crying. Samanta says she does not have any problems – is it Beatriz, who has. From the other side the teacher Beatriz Wojcieszek says that Samanta is bullying her and gives her instructions and commands without any reason. Samanta criticizes any initiative of Beatriz, and is arrogant and mean in all aspects. Beatriz can't keep working in the same small school with a colleague who constantly humiliates her.

The director of the school feels quite helpless in this situation. The school may not lose any of both teachers – where else they will find a professional teacher of the Polish language in Latvia, especially in the middle of the semester. Moreover a unique combination of both teachers – their ability to be multitasking – makes both of them truly irreplaceable.

Samanta wants to stay working in the particular school very much. School is almost all her life. She does not have a family, so all her time is invested in school activities. The God has blessed her with super high energy, so she is perfectly multitasking in school with all her talents. She is loved teacher of the Polish language by her school children. She easy organizes administrative assistance works for the director of the school. But over all and especially Samanta loves representation functions. Due to the fact the school is small and schoolchildren learns a special and quite rare for Latvia foreign language – Polish – the school is invited to many representative events – concerts in Latvia and in Poland, events for ambassadors and officials of Ministry of Education, etc. Samanta completely feels associated with the school and even hopes that one fine day she could become a director of the school.

#### PARTNERS:



Moreover – if she would move to work to another, larger school, nobody would maybe even notice her. Instead in a smaller school she can be a star and behave quite bossy. Regarding hurt feelings of Beatriz she does not care much. In the eyes Beatriz is quite weak and irritating in her vulnerability. At the same time Samanta understands that Beatriz is also trying to find her place in a school, so she does not feel threatened in her strong positions.

Beatriz wants to stay working in the particular school, because her education of Polish language teacher and arts-and-crafts teacher fit best of all in the particular school. If she would move to a different school she could do just one thing – to teach Polish or to teach arts-and-crafts. However Beatriz loves both things. Beatriz has a nice family and therefore can't spent in the school as long working hours as Samanta. Accordingly Beatriz manages to do a lot, but still not so much as Samanta. Therefore many time Beatriz feels underestimated by the director of the school and by her colleague Samanta. Beatriz loves working with children, but the administrative issues connected with her colleague Samanta gives her bitter moments. Beatriz would love to feel respected and honoured so much more than she feels now. Beatriz is not a beginner teacher, so she can't stand critique and constant comments about necessity to improve everything that she has accomplished in good faith.

The director offers both teachers to meet with a mediator, and teachers agree. The purpose of the mediation is to resolve the dispute how to proceed working in the same school, or is it better to leave the school for one or both teachers.

Organize mediation session in a civil case with the following persons:

1. One or Two co-mediators,
2. Ms Samanta Kropiwiiec – 49 years old teacher of Polish,
3. Ms Beatriz Wojcieszek – 45 years old teacher of Polish.

PARTNERS:

