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**San Diego Education Association  
Proposal To The  
Gompers Preparatory Academy**

**ARTICLE 3: ASSOCIATION RIGHTS**

**SDEA Counter Passed January 13, 2020  
GPA Counter Passed December 13, 2019  
SDEA Counter Passed September 12, 2019  
GPA Counter Passed April 25, 2019  
SDEA Proposal Passed April 8, 2019**

**3.1 Communication**

Consistent with legal requirements, such as school sign-in procedures, the Union shall have the right to use unit member mailboxes, email and phones for communications related to Union activities. Such communication shall not interfere with the instructional programs of GPA or the unit member's assigned duties.

**3.2 Bulletin Board**

The Union shall have the right to post notices of activities and matters of Union concern on the SDEA bulletin board located in the copy room or another mutually agreed-to location.

**3.3 Use of School Facilities**

Consistent with legal requirements and subject to priority use by GPA, the Union shall have the right to use GPA facilities and non-consumable equipment during non-work time for Union purposes. The Union shall be responsible for any reasonable costs relating to their use of GPA facilities. The Union shall follow the same process as for all public requests to use GPA facilities outside of GPA's regular business hours.

**3.4 Association Leave**

In addition to leaves granted by the Educational Employment Relations Act (EERA), up to two (2) Union representative(s) shall each receive up to a total of threetwo (23) days leave during each school year, to attend meetings and/or conferences sponsored by the Union away from school premises. The Union shall pay for the cost of a substitute. ~~Because every leave has a negative impact on students,~~ Association Leave shall not be taken during scheduled professional development, parent-teacher conferences or testing periods or when it interferes with the instructional program without mutual agreement. Requests for Association Leave must be submitted to GPA at least fourteen thirty (1430) calendar days in advance of the scheduled date of leave. Where possible, Association Leave should be taken on non-instructional days other than scheduled Professional Development days.