

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

ARTICLE 3: ASSOCIATION RIGHTS

**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 Equipment and Facilities

Consistent with legal requirements and subject to priority use by the School, the Union shall have the right to use school equipment and facilities during non-work time solely for Union purposes. The Union shall replace or be responsible for the cost of any supplies or materials used in connection with such equipment and facilities. The Union shall follow the same process as for all public requests to use school facilities in the event that the Union requests availability in a public space outside of the school's regular business hours.

3.4 Association Leave

In addition~~at~~ to leaves granted by the Educational Employment Relations Act (EERA), up to ~~five~~three (53) Union representative(s) shall each receive up to a total of ~~four~~three (43) 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. ~~The leave~~Association Leave shall not interfere with the instructional program and when possible shall not be taken during scheduled professional development, parent teacher conferences or testing periods without mutual agreement. When possible, Association Leave must be submitted to GPA at least ten (10) calendar days in advance of the scheduled leave.