

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

ARTICLE 2: NEGOTIATION PROCEDURE

**SDEA Counter Passed September 12, 2019
GPA Counter Passed July 16, 2019
SDEA Proposal Passed April 8, 2019**

2.1 Initial Proposals

No later than the scheduled GPA Board meeting in January of the calendar year in which this Agreement expires, SDEA ~~and GPA~~ shall submit their initial proposals for a successor agreement. GPA shall submit its initial proposal for a successor agreement at the next GPA Board meeting, but no later than March 15 of the calendar year in which this Agreement expires.

2.2 Good Faith Negotiation

The parties shall meet and negotiate in good faith on negotiable items on reopeners or a successor agreement beginning no later than ~~February 15~~ March 31 of the calendar year in which this Agreement expires unless otherwise mutually agreed by the parties. Any agreement reached between the parties shall be reduced to writing and signed by them.

2.3 Distribution of Ratified Agreement

Within forty-five (45) days or ten (10) business days, whichever occurs later, of ratification of the Agreement by both parties herein, ~~the GPA Board~~ shall have sufficient copies, prepared and delivered to the Union for distribution to each unit member in the school.

2.4 New Bargaining Unit Members

SDEA shall be responsible for providing a copy of the negotiated Agreement to all new bargaining unit members.

2.5 Individual Contracts

Any individual contract executed between the GPA Board and a unit member shall be subject to and consistent with terms and conditions of this Agreement. ~~And, to the extent permitted by law, this Agreement shall supersede rules, regulations or practices of the Board which are contrary to or inconsistent with its terms.~~

SDEA reserves the right to modify, amend, delete, or add to its proposals throughout the course of the negotiations.