

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

ARTICLE 7: EMPLOYMENT STATUS

**SDEA Counter Proposal Passed November 22, 2019
GPA Counter Proposal Passed October 29, 2019
SDEA Proposal Passed May 16, 2019**

***** Proposed as a package with Article 6: DISCIPLINE AND DISMISSAL, Article 9:
HOURS, Article 10: WAGES, and Article 14: CLASS SIZE *****

7.1 Probationary Period

During the first two (2) school years of employment with GPA, bargaining unit members shall be employed/serve in a probationary status according to the following terms:

7.1.1 First Year of Probationary Service

During the first school year of probationary service, a bargaining unit member may be released from employment without cause. If released during the school year, the employee shall be provided severance in the amount of one (1) month's salary upon signing a release of any and all known claims against GPA. Unit members employed by the school for less than thirty (30) calendar days shall not be entitled to severance. In the event of a nonreelection of a Probationary 1 employee at the end of the school year, GPA shall provide notice of such nonreelection by April 30.

7.1.2 Second Year of Probationary Service

During the second school year of probationary service, a bargaining unit member may only be released from service during the school year for cause. Such unit members shall be notified by April 30 if they have not successfully completed their probationary period. In such cases, unit members may be nonrelected/released without cause.

7.1.3 An employee who works seventy-five percent (75%) or more of the workdays in a school year shall receive probationary credit for that year.

7.2 Just Cause Status

7.2.1 Except in the event of layoff, upon satisfactory completion of the probationary period, bargaining unit members become subject to just cause.

7.2.2 All bargaining unit members employed by GPA who have completed two (2) school years of service as of June 30, 2019 shall be just cause employees. For bargaining unit members with less than two (2) years of service as of June 30, 2019, Section 7.1 above shall apply.

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