

GOMPERS PREPARATORY ACADEMY

The following proposal by GPA is made without prejudice and GPA reserves the right to add, modify, or delete any or all proposals, and/or open articles of the contract during the negotiation process with the employee organization.

ARTICLE 2: NEGOTIATION PROCEDURE

GPA Proposal Passed July 16, 2019
SDEA Proposal Passed April 8, 2019

2.1 Initial Proposals

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

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-April~~ 15 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) calendar days or twenty (20) 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. s

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.~~