

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 4: LEADERSHIP RIGHTS

GPA Proposal Passed 7/16/19

4.1 Authority to Direct, Lead and Control

4.1.1 GPA retains all of its powers and authority to direct, lead and control its operations to the fullest extent of the law unless expressly limited or precluded by any provision of this Agreement.

4.1.2 To the extent not limited or precluded by any provisions of the Agreement, GPA has the power, right and authority to adopt policies, rules, regulations and practices in the exercise of its retained rights.

4.1.3 This Agreement will not be interpreted or enforced in a manner contrary to or that will cause a violation or breach of the GPA Charter, lease and facilities agreements or memorandums of understanding.

4.2 Emergency Rights

GPA retains its right to take action in cases of emergency and in doing so may temporarily amend, modify, or rescind policies and practices referred to in this Agreement in cases of emergency, for a period not to exceed ninety (90) days unless mutually extended by GPA and SDEA. An emergency is defined as an act of God or other unforeseen occurrence, such as a mid-year reduction or non-payment of state funds, that cannot be addressed by exercising any other provision of this Agreement, and that would imperil the continued operation of GPA. If GPA modifies or suspends any portion of this Agreement in response to an emergency, it shall meet with SDEA within ten (10) work days to bargain the impacts and effects that the declared emergency has on this Agreement. Such negotiations shall include but not be limited to the duration and nature of the modification.