

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.

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

ARTICLE 1: RECOGNITION

**SDEA Proposal Passed April 8, 2019
GPA Counter Passed January 27, 2020**

GPA recognizes SDEA as the sole and exclusive representative for all certificated educational personnel including, but not limited to: certificated teachers, psychologists, counselors, librarians, nurses, and teachers holding other equivalent documents pursuant to Education Code Section 47605(l), and excluding all other employees including all management, supervisory and confidential employees within the meaning of EERA section 3540.1. This Article does not require GPA to hire credentialed employees within these job positions except as required by law.