

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 3: ASSOCIATION RIGHTS

SDEA Proposal Passed April 8, 2019

GPA Counter Passed April 25, 2019

SDEA Counter Passed September 12, 2019

GPA Counter Passed 12/13/19 (Presented as a Package With Article 12)

SDEA Counter Passed 1/13/20

GPA Counter Passed 1/27/20

3.1 Communication

Consistent with legal requirements, such as school sign-in procedures, the Union shall have the right to use unit member mailboxes, email and phones for communications related to Union activities. Such communication shall not interfere with the instructional programs of GPA or the unit member's assigned duties.

3.2 Bulletin Board

The Union shall have the right to post notices of activities and matters of Union concern on the SDEA bulletin board located in the copy room or another mutually agreed-to location.

3.3 Use of School Facilities

Consistent with legal requirements and subject to priority use by GPA, the Union shall have the right to use GPA facilities and non-consumable equipment during non-work time for Union purposes. The Union shall be responsible for reasonable costs relating to their use of GPA facilities and non-consumable equipment. The Union shall follow the same process as for all public requests to use GPA facilities outside of GPA's regular business hours.

3.4 Association Leave

In addition to leaves granted by the Educational Employment Relations Act (EERA), up to two (2) Union representative(s) shall each receive up to a total of three (3) days leave during each school year, to attend meetings and/or conferences sponsored by the Union away from school premises. The Union shall pay for the cost of a substitute. Association Leave shall not be taken during scheduled professional development, parent-teacher conferences or testing periods or when it interferes with the instructional program without mutual agreement. Requests for Association Leave must be submitted to GPA at least fourteen (14) days in advance of the scheduled date of leave. Where possible, Association Leave should be taken on non-instructional days other than scheduled Professional Development days.