



Gompers Preparatory Academy Initial Contract Proposal  
February 2019

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*Note: GPA reserves the right to add, modify or delete any or all proposals throughout the course of negotiations with San Diego Education Association (SDEA). The following proposals are made without prejudice or precedent.*

1. Wages

Unit Members will be compensated based on a salary table based on years of service at GPA and performance evaluations and the needs of the school. GPA will have the ability to recruit and retain teachers through compensation based on these factors.

2. Benefits

GPA will provide benefits packages to all unit members working over an average of 30hrs per week.

3. Hours of Employment and Work Year

Based on the well-established needs of the GPA community, GPA students attend a longer school day and longer school year than most traditional public schools. Unit members will work according to a daily schedule and work year calendar that reflects this longer school day and longer school year. GPA will retain the right to assign unit members to teaching positions as permitted by their valid California teaching credential.

4. Class Size and Caseloads

GPA staffing levels, class size, and caseloads will be maintained per the school's operational needs.

## 5. Evaluation

GPA will strive to provide one formal evaluation, including a formal observation, for unit members annually. Informal observations will be continuous and ongoing throughout the school year. For individuals with performance concerns or identified areas of growth evaluations may be more frequent.

## 6. Employee Discipline/Dismissal

There will be an employee discipline process that includes a variety of responses including but not limited to verbal warnings, written warnings, unpaid suspensions, and termination as appropriate to the circumstances.

## 7. Employment Status

Unit members will be employed on an at-will basis.

## 8. Effect of Agreement

The term of the agreement will be one year and will remain in effect until a successor agreement is negotiated. There will be a Zipper clause and No Strike clause included in our agreement.