

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

**ARTICLE 2: NEGOTIATION PROCEDURE**

**TENTATIVE AGREEMENT**

**December 13, 2019**

**2.1 Initial Proposals**

No later than the regularly scheduled GPA Board meeting in January or January 31 of the calendar year in which this Agreement expires, whichever occurs first, SDEA shall submit its initial proposal for a successor agreement. GPA shall submit its initial proposal for a successor agreement at the next regular GPA Board meeting, but no later than March 31, of the calendar year in which this Agreement expires.

**2.2 Good Faith Negotiation**

The parties shall meet and negotiate in good faith on negotiable items on reopener or a successor agreement beginning no later than 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) days or twenty (20) business days, whichever occurs later, of ratification of the Agreement by both parties herein, GPA 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.


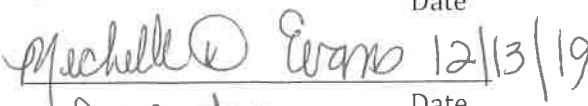
**2.5 Individual Contracts**

Any individual contract executed between GPA and a unit member shall be subject to and consistent with terms and conditions of this Agreement.

FOR SDEA:

  
Date 12/13/19  
  
Date 12/13/19

FOR GPA:

  
Date 12/13/19  
  
Date 12/13/19  
as a team member

Irisha Harding 12-13-19

Date

Xavier Jara 12-13-19

Date

Christine 12-13-19

Date

Kimantueg 12-13-19

Date

Ally 12/13/19

Date

Cheryl Conroy 12/13/19

Date

[Signature] 12/13/19

Date

[Signature] 12/13/19

Date

[Signature] 12/13/19

Date

Leah H. Steppe <sup>as Team member</sup> 12-13-19

Date

Wendy A. Sucker 12/13/19

Date

Dolores G. 12/13/19

Date

Issie J. 12/13/19

Date

Jette L. 12/13/19

Date

Cheryl McCune 12/13/19

Date