

JOINT proposal

Black = Current language in Master Agreement

Green = Changes to which the parties have indicated they can agree

Tentative Agreement 4.4.11

Brenna Isaacs

Kari Allen

**Article 8
Association Privileges**

Because of the Association's representation of the employee staff, the Board grants the following privileges to the Association:

1. The Association may use school buildings, provided reasonable notice is given to the Superintendent such use does not interfere with or disrupt the normal operation or scheduled use of that building.
2. The Association may use school equipment, such as the public address systems, personal computers, facsimile and copy machines, and audiovisual equipment. Requests for such use shall be made to the chief operations officer and shall specify the equipment desired, how it is to be used, and the time or times the equipment is desired.
3. Space shall be provided on at least one bulletin board in each school building designated by the principal for the placement of Association notices, circulars or other materials, provided the material is not of a partisan political nature (which includes materials relating to elections of members of the Board) or does not involve the solicitation of funds (except as such solicitation of funds is approved in writing by the Superintendent), and provided further, that the placement of such material does not interfere with or disrupt the normal school use of such bulletin boards. A copy of all materials posted on the bulletin board shall be delivered to the principal's office either prior to or at the time of such placement.
4. The Association may use school mail (including teacher mailboxes in the buildings) provided such material distributed is not of a partisan political nature (which includes materials relating to elections of members of the Board) or does not involve the solicitation of funds. Further, if the distribution of materials via school mail is district-wide or to more than one school, a copy of the materials shall be given prior to or at the time of distribution to the Superintendent and to the principals of the buildings involved. If the distribution is to one school only, a copy of the material shall be given prior to or at the time of distribution to the principal of the building involved. (The foregoing requirements regarding provision of copies of messages, and barring materials of a partisan political nature, shall also apply to e-mail messages originating from the District e-mail system.)
5. The president of the Association or the president's authorized designee shall be allowed to visit individual employees during the duty day. The president will give advance notice by calling and speaking to the office of the principal and stating the purpose of the visit. The president or the president's authorized designee shall check in at the school office when commencing a visit to the school. In addition, the visitor shall not disrupt normal school activities or call employees from class, talk to them during class, or talk to them in the presence of students. Finally, such visits shall not take precedence over other meetings or other group activities previously organized by the principal.
6. The Board recognizes the right of the Association to hold Association meetings prior to the start of and after the end of the normal teacher duty day and during the teacher's authorized duty-free lunch period. Since the Association schedules its meetings on the ~~first and third~~ **SECOND AND FOURTH** Tuesday afternoons, the Board agrees that, whenever reasonably possible, it shall avoid scheduling meetings for employees on the ~~first and third~~ **SECOND AND FOURTH** Tuesday afternoons on which Association meetings are normally held.
7. Before June 1 of each year the Association shall certify to the Board the names, ~~not to exceed 18,~~ of the members of its Executive Board for the ensuing school year. The Association shall notify the Board of any changes in its Executive Board. Said members during their respective terms of office shall have flexible arrival and departure times at school, to the extent such flexibility does not interfere with the performance of professional duties.