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ARTICLE V
ASSOCIATION RIGHTS

- A. **Use of Facilities.** The Association shall have the right of reasonable use of District facilities for the purpose of transacting Association business provided such use does not interfere with the school program or duties of unit members, and provided further an authorized Association representative obtains advance permission from the Superintendent or designee regarding the time, place, and type of activity to be conducted. No school district funds, services, supplies, or equipment shall be used for the purpose of urging the support or defeat of any ballot measure or candidate, including, but not limited to, any candidate for election to the governing board of the district. A reasonable fee may be assessed for expenses incurred by the District related to utilities, security, clean up, and wear and tear and damages as a result of the use of a school facility by the Association.
- B. **Use of Bulletin Boards and Mailboxes.** The Association shall have the right to place Association communications in individual mailboxes at individual school sites so long as this does not interfere with the school program or the normal operation of the school site. The Association shall have the right to post notices with appropriate Association identification regarding activities and matters of Association concerns on one bulletin board at each site in an area frequented by unit members, except that no school district funds, services, supplies, or equipment shall be used for the purpose of urging the support or defeat of any ballot measure or candidate, including, but not limited to, any candidate for election to the governing board of the district.
- C. **Announcements.** Provisions shall be made for Association announcements following the conclusion of each faculty meeting.
- D. **Member Information.** Names, addresses, and telephone numbers of unit members shall be provided to the Association without cost as soon as possible after September 1 of each school year. This requirement shall not apply to employees who have requested that their addresses and/or telephone numbers not be released. Names, addresses and telephone numbers of new unit members as hired shall be provided to the Association.
- E. **Board Agendas.** The District shall send to the Association President a copy of the Board Packet for all Board of Trustees meetings. The packet shall be available 72 hours in advance of regular meetings, and 24 hours in advance of special meetings. Service of the agenda and packet shall constitute official notice of any proposed action by

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the Board on items set forth in the agenda.

F. **Site Visitation.** Representatives of Association shall be permitted to observe, but not to interfere with employees during the normal work day in which they are performing their duties in the classroom or in the operation of the District. Official representatives of the Association shall report to the school office before visiting an employee at a school site or District facility.

G. **Association Leave.** A maximum of twenty ~~(20)~~ days shall be granted in any school year to the Association for legitimate Association business (excluding Leave Time for Association President described in section "H" and Release Time for Elected Association Officers described in section "I"). Up to ten ~~(10)~~ additional days, which are in the best interest of the District, may be granted. Such leave shall be requested by the Association President in writing at least ~~two~~ five (2) days in advance of the proposed leave. ~~The Association shall reimburse the District for the substitute costs resulting from such leave at the time of each absence. The District will be reimbursed by the Association for all compensation paid and for all sick leave granted to the employee(s) during released time for Association leave. Reimbursement by the Association shall be made within ten days after its receipt of the District's certification of compensation.~~

H. **LEAVE TIME FOR ASSOCIATION PRESIDENT.** Upon annual written application, the Association President shall be given a leave of one day per week to conduct Association business. The specific day the President will be released will be agreed upon each school year by the President, his/her site administrator, and the Superintendent / designee. Following the District's payments to the employee for such leave, the District shall be reimbursed by the Association for all compensation paid and for all sick leave granted to the employee because of such leave. Reimbursement by the Association shall be made within ten days after its receipt of the District's certification of compensation.

I. **RELEASE TIME FOR ELECTED ASSOCIATION OFFICERS.** Upon appropriate notice and schedule coordination with the immediate administrator, the Association President and up to three other elected officers of the Association will receive released time exclusive of negotiations with no loss of pay for the purpose of conducting lawful Association business. Released time for this purpose shall be requested in writing from the Association or CTA state/local office to the District at least five days in advance of the absence. The District

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will be reimbursed by the Association for all compensation paid and for all sick leave granted to the employee(s) during released time for Association officers. Reimbursement by the Association shall be made within ten days after its receipt of the District's certification of compensation.