

## **Article 4**

### **Association Rights and Privileges**

**A. Information**

Upon request, the Board agrees to make available to the Association all public records necessary for its functioning as exclusive bargaining agent. The Association agrees to pay any ~~unusual~~ costs incurred by the District to supply requested information.

**B. Bulletin Boards**

The Association shall have, in each school building, the use of a portion of an existing bulletin board in each staff room.

**C. Mail Facilities and Mail Boxes**

The Association shall have the right to use the inter-school mail facilities in accordance with postal regulations and school mail boxes so long as all mail or material is identified as Association business.

**D. Fall Orientation Program**

1. On the fall orientation day, the District shall not schedule any meeting prior to nine o'clock AM (9:00 AM) for new employees so that they may, if interested, attend an Association-sponsored breakfast.
2. Upon request, the Association will be given up to fifteen (15) minutes to make announcements and distribute materials at the District-wide meeting held during the orientation/in-service at the beginning of the school year.

**E. Roster**

The District shall provide the Association with a list of all names, addresses, and assignments of employees in the bargaining unit by the end of September of each school year. The District shall also supply the Association with a monthly update of new employees who are covered by this agreement.

**F. New Employee Information**

The Association will have the right to have placed in the Superintendent's package to all new employees a letter prepared by the Association, informing said employees that the Association is recognized as the exclusive negotiating representative for all licensed employees in the Reynolds School District.

**G. Use of School Buildings**

The Association and its representatives, including representatives for Association-sponsored unit member benefit programs who are guests of REA building representatives, shall have the right of access to school buildings, including meetings with employees during their duty-free lunch period, providing there is no interference with school or community programs. Upon arrival, the representative will notify the office of his/her presence. The Executive Director of Human Resources will be notified in the event the Association wishes to hold a general meeting in District buildings.

**H. Right to Speak at Meetings**

Upon request, an Association representative shall be granted a period of up to ten (10) minutes to make announcements at any staff meeting. Longer presentations are permissible if approved by the administration.

**I. Association Representative**

The Association may designate representatives for each building to function as the Association representative on matters relating to contract maintenance. The District agrees to permit the individual to function as an Association representative during the work day as long as the activities do not interfere with or interrupt his/her own work assignments nor the assignments of other employees.

**J. Use of Electronic Communication**

Representatives of the Association will have the right to use school phones, FAX machines and other forms of electronic communication relating to Association business, in so far that such use by the Association would not interfere with District operations. The Association shall be liable for additional costs in connection with such use.

**K. Association Leave**

1. Unpaid leaves of absence for up to two (2) years in increments of no less than a semester shall be granted, upon request, for the purpose of serving as an officer of the NEA/OEA/REA or on its staff. **This leave shall be extended as long as the unit member is serving as an officer in NEA/OEA.** No more than the equivalent of two (2) full time leaves will be granted per year.
2. If a qualified replacement teacher is available, the District agrees to release the Association President for the equivalent of one-half teaching time on a schedule that is mutually agreeable to the District and the Association. The full cost of the temporary replacement teacher, including salary, payroll costs, and insurance benefits, will be paid by the Association. The Association President shall be considered a full-time teacher with all the benefits of a full-time teacher under this Agreement. In the event that the Association President is not released half time, if qualified substitute(s) can be found, there will be up to forty (40) days available for use by the President for Association work on a regular schedule mutually agreed upon by the Association and the District.
3. An additional twenty-five (25) days of release time will be granted, usable by bargaining unit members in not less than half-day portions upon approval by the President. The Association shall reimburse the District for the cost of substitutes, including salary and payroll costs. Additional days may be granted upon mutual agreement between the District and the Association.
4. If the District needs to meet during the workday with District employees who are Association leaders, the District shall release the employees without loss of pay.

