

*Biggs*  
*TA 8-19-14*  
*CS*

**Article 12 - Association Rights**

**A. Bulletin Boards**

The Board agrees to provide the Association with reasonable bulletin board space for the use of the Association in communicating with employees. Such bulletin board space shall be made available in any building where bulletin boards presently exist and where regular classified employees are working.

**B. Use of School Buildings**

The Association and its representatives shall have the right of access to school buildings, providing there is not interference with any school or community program, and providing that custodial staff is on duty. The principal of the building in question shall be given advance request for the use of the building. If the request is denied, the denial shall be accompanied by a written explanation. The Association agrees to reimburse the district for any actual expenses incurred during building use.

**C. Use of Equipment**

The Union shall have the right to use District facilities and equipment including computers and installed software, e-mail service, fax machines, typewriters, other duplicating equipment, calculating machines, and other types of audio-visual equipment at reasonable times when such equipment is not otherwise in use. The Union shall supply its own paper when making copies and pay the reasonable cost of any other materials and supplies incidental to such use and for any repairs necessitated as a result thereof. The District e-mail service may be used for notification of members regarding meetings, Union announcements or a non-political nature and communicating with the Reynolds administration. Any other use of e-mail will be subject to advance approval of the District. The Association shall be allowed use of such office equipment as needed to provide duplication of information to the employees, provided that such equipment is not required by the district for regular use and that the district is reimbursed for any costs incurred in such Association use.

**FROM MOU, WHICH IS TO BE DELETED**

**D. Staff Lounge/Staff Meetings**

The District recognizes the contribution of classified employees to the educational process and, therefore, agrees that all employees shall have equal access to the use of facilities provided for the building staff. Likewise, all meetings called for the purpose of disseminating information which applies to classified employees, shall include the affected classified staff.

**E. Property Loss:**

When the District requires an employee to furnish their own property or tools for District work, the District shall reimburse employees for loss of such tools under the following circumstances:

1. The property stolen was accessed by the use of forcible entry on a locked container or as a result other illegal activity.
2. The employee has filed an inventory of such tools with the appropriate Maintenance, Operations or Transportation supervisor.
3. The employee has cooperated with the District in its investigation and resolution of any reported loss.

Reimbursement shall be at replacement costs (not exceeding actual cost) less any insurance reimbursement. Reimbursement shall not be made for losses less than twenty-five dollars (\$25.00) and shall not be made when carelessness or negligence on part of the employee was evident nor if unattended tools are missing.