

EMPLOYEE RIGHTS AND PRIVILEGES
FREEDOM OF ASSOCIATION

DGA
(REGULATION)

ROLE OF STAFF MEMBER ORGANIZATIONS	No announcements from staff member organizations will be placed in daily school bulletins.
STAFF MEMBER BULLETINS	
AVAILABILITY OF MATERIALS	Notices or literature will be made available in areas designated by the principal, easily accessible to staff, provided a copy of the material has been submitted in advance to the principal. Notices will be delivered to the building secretary who will be responsible for placing the items in the designated area.
DISTRICT MAIL SERVICE	Staff member organizations may not use District mail for communication and may only use District e-mail to communicate with their members.
BULLETIN BOARD ANNOUNCEMENTS	An announcement may be posted on school bulletin boards in teacher lounges or other locations designated by the principal, provided the announcement has been submitted in advance to the principal. The announcement will be reasonable in size and will be removed immediately when it is no longer timely.
MEETINGS	Staff member organizations may use school facilities rent-free for regular business meetings at reasonable hours when the building is open and a custodian is regularly on duty, provided the organization has scheduled the meeting in advance with the building administrator on a day and at a time agreeable with the administrator. No special arrangements will be provided for moving of furniture or use of audiovisual or other special equipment.
WORKSHOPS	Workshops being sponsored by staff member organizations may be held in District facilities in accordance with District rental guidelines. [See GKD]
ORGANIZATION REPRESENTATIVE VISITATIONS	A representative may have reasonable access to District facilities to confer with its members before the time for the regularly scheduled workday begins and after it ends. The time before and after school when a staff member is required to be at work, though not in class, as well as the assigned conference period, are considered to be work time and may not be used for conferencing with organization representatives. The building administrator or designee will designate an appropriate conferencing area. All visitors to a facility will check in through the building administrator or designee. [See also GKC(LOCAL)]
LEAVE OF ABSENCE	Staff members may use accrued personal leave for conference attendance if such attendance does not cause an undue hardship on the delivery of instruction, as determined by the principal or designee.

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REPRESENTATION
DURING
ADMINISTRATION /
STAFF
CONFERENCE

Should a staff member ask to have an organization representative present during an administrator-initiated conference, the administrator may allow the staff member's representative to sit in on the conference. However, the administrator will make his or her own responses. The representative may converse with the staff member but may not speak for the staff member. Should the staff member ask to tape record the conference, the administrator will also make a tape recording. Should the staff member ask to have legal counsel present, the principal should notify the associate superintendent of human resources. Staff member grievances are handled according to usual grievance procedures. [See DGBA]