

## **STAFF NEGOTIATIONS ORGANIZATIONS**

The Board of Education recognizes the Thompson Education Association (TEA) as the exclusive representative of the teachers employed by the district for the purpose of negotiation. The term "teacher" shall mean non-administrative personnel required to hold a teacher license or a special service provider license and defined under Colorado Revised Statutes Article 22-60.5-102 in the Colorado Educator Licensing Act.

The recognition shall be effective when the TEA presents a membership list showing names and positions of members to the Board by November 1 of each year, which indicates a total membership of at least 50 percent plus one of all teachers employed by the Board.

This recognition may be terminated upon determination that less than 50 percent plus one of the teachers, except temporary teachers and substitutes, employed by the Board are members of the TEA.

Both parties agree that other individuals or groups have the privilege of making presentations and providing comments to the Board on any matters of concern to them. However, it is agreed that no teacher or groups of teachers may approach the Board about items being negotiated during the time that negotiations are taking place.

Adopted prior to 1985  
Revised January 23, 1991  
Revised October 17, 2012

Contract refs.:       TEA Agreement, Article 4 - Recognition  
                          TEA Agreement, Article 2 - Definitions