



Administrative Regulations

South San Antonio Independent School District

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| D – Personnel | DGA |
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| Employee Rights and Privileges: Freedom of Association - 2023 | |

An employee's participation in community, political, or employee organization activities shall be entirely voluntary and shall not:

- Interfere with the employee's performance of assigned duties and responsibilities.
- Result in any political or social pressure being placed on students, parents, or staff.
- Involve trading on the employee's position or title with the District.

Organizations representing professional, paraprofessional, or support employees may use District facilities with prior approval of the appropriate administrator. Other groups composed of District employees may use District facilities in accordance with policy GKD.

RELATIONS WITH EMPLOYEE ORGANIZATIONS

Each year at the beginning of the school term, and at times throughout the year, representatives of employee organizations must seek prior permission from the principal and department head to visit employees. They may also request to visit with their members regarding concerns they might have. These visitations will be held before or after work shifts, NOT during regular working hours or during break periods as this is South San ISD time.

Additionally, these meetings need to be held in a designated place approved by the principal or site supervisor. Representatives should check into the office upon their arrival at the campus or department. Exceptions to this regulation could exist for the transportation and maintenance departments who will provide a schedule with dates, times, and locations for the visits.

Please show these people the same courtesies that are displayed to any visitor, and cooperate with them when possible as long as there is no disruption to the normal work schedule.

Individual employees have the freedom to join or not join any organization, and comments regarding this right should not be made either directly or indirectly, nor should those who do choose to join be treated differently than any other employee.

Treatment of employee organizations will be consistent and without favoritism shown toward an organization, in accordance with the following procedures:



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1. Employee membership in any organization will be a matter of free choice.
2. The central and campus school administration positions regarding such organizations will be neutral and will neither encourage nor discourage membership in any employee organization.
3. Faculty meetings called and conducted by the principal will be for school-related matters. An employee organization matter will not be part of the agenda.
4. Organization meetings of campus members may be held in school facility before or after school hours in accordance with DGB (LOCAL) and GKD (LOCAL).
5. Group meetings or individual conferences conducted by elected officers, professional staff, or appointed officials of any employee organization for purposes of membership recruitment will not be on school premises during working hours. School facilities may be used for such purposes before or after work hours, in accordance with DGB (LOCAL) and GKD (LOCAL). This provision applies to professional learning days as well as to regular school days. Employees may participate in education programs of employee organizations during work hours only with the approval of the Superintendent of designee. [See DMD]