

Initial Proposal
Santa Rosa Education Association
April 12, 2018

**** As the parties work to negotiate a new contract for Educational Support Employees in Santa Rosa Counties, proposed articles should not be considered final until all articles are completed and tentatively agreed upon to ensure important issues are not omitted.*

ARTICLE III
ASSOCIATION RIGHTS

III. 1 Dues/Payroll Deduction

- A. The Board shall deduct from the salary of any Association member employed by the Board and make appropriate remittance, upon written authorization from the Association member, for any plans or programs approved by the Board.
- B. The Association shall be provided one payroll deduction slot in order to allow their members access to Association sponsored benefit programs.

III.2 Communications

- A. The Association shall have the right to post notices of activities and matters of the Association on the appropriate and specifically assigned bulletin board. Where a bulletin board is not already provided, the Association will provide one at its expense. The school principal shall determine location of the bulletin board in each school. The Association may have the right to use the employee school mailboxes, both physical and electronic, for the purpose of distributing Association material relating to Association business to employees.
- B. Duly authorized representatives of the Association may be permitted to transact official Association business on school property provided that this shall not interfere with or disrupt school operations.
- C. The Board shall furnish the Association, electronically, each month, at no cost a list of all members of the bargaining unit currently employed and the following information:

First Name, Middle Name, Last Name, Suffix
Current Work Site, Job Title
Home Address, City, State, Zip Code
Home Phone Number, Cell Phone Number
Work Email
Years of Experience in Santa Rosa County
Ethnicity, Gender
Placement on the Salary Schedule

- D. Pursuant to Florida Statutes, all public records, not covered in Article III.2.C shall be available for inspection or copying at reasonable times during normal office hours of the District office or other offices in which records are maintained. Copies of public records may be obtained by making a request to the lawful custodian of the records. If the Association's request for access to a public record is denied, the denial will be made in writing with the precise statutory citation authorizing the denial of access. The written denial will be provided in good faith and with reasonable promptness.
- E. The Board, upon proper request, shall place the Association on the School Board agenda.
- F. After a building faculty meeting has been concluded, the Association faculty representative shall be given an opportunity to present brief reports and announcements pertaining to Association business.

III.3 Union Leave

- A. The Santa Rosa Education Association president or his/ her designee may be given temporary duty to attend School Board meetings.
- B. The Association president or his/her designee shall be allowed a maximum of 20 days of temporary duty in any school year to engage in Association activities subject to the following conditions:
 - 1. The maximum number of days allowed for any one person shall be 15.
 - 2. The minimum time of any leave request shall be 3.75 hours.
 - 3. No single class can be missed more than 15 times in any school year.
- C. The Santa Rosa Education Association's President may be a full-time release position (12 month for applicable ESP or a 10 and 2 instructional position) to engage in Association activities. Santa Rosa EA will pay the school board the total cost for the funding of this position. This cost will include all benefits that the Board provides for

this position including life insurance, health insurance, retirement, and workers compensation. Santa Rosa Education Association must also notify the Board in writing by July 1 of the year in which they wish to make use of this paragraph.

In the event the Santa Rosa Education Association president is unable to continue at the end of his/her term in office, he/she will be provided the opportunity to return to his/her vacated position at the beginning of the following school year.

- D. Duly certified representatives of the Association, not to exceed ten (10) percent of Association members per school or five (5) percent for the district, may be granted temporary duty, without travel or per diem expenses, up to two (2) days, excluding travel time, to attend the annual Association state meeting. It shall be the responsibility of the Association president to present a certified list of representatives to the Superintendent or his/her designee ten (10) days prior to the effective date of leave for approval.

IV.4 Representation on County and School Committees

This section has been left blank pending discussions with the District.