

ARTICLE 2: UNIT RIGHTS

- 2.1** The Association and its representatives shall have the right to:
- 2.1.1** Use school mailboxes, e-mail and the District mail service to the extent authorized by law; such use shall be limited to communications by the Association with its unit members; the Association will provide the Superintendent with a copy of any such communication it feels may be of concern to the District;
 - 2.1.2** School Bulletin board space in designated areas to which bargaining unit members have access, for use by the association;
 - 2.1.3** Obtain from the District the names of all unit members and their assigned work site as soon as possible after the beginning of each school year; an updated list may be requested by the local Association chapter at the end of the first semester of each school year;
 - 2.1.4** Obtain from the District the names and addresses of all new unit members employed by the District, unless a new unit member requests in writing that the District not provide this information;
 - 2.1.5** Use District facilities at reasonable times before and after duty hours, provided that prior approval is obtained according to District ‘Use of Facilities’ regulations, and;
 - 2.1.6** Transact official Association business on District property during non-duty hours, so long as the transaction of such business does not interfere with the educational process or a unit member's professional duties.
- 2.2** The District shall, within forty-five (45) days of ratification of this Agreement by both the Board of Education and the Association, prepare and post on the District’s website, a copy of the text of the entire collective bargaining agreement as ratified.
- 2.3** The Association shall receive a copy of all adopted policies of the District Board of Education and a copy of all District Administration Regulations.
- 2.4** The Association will receive time off from duties for the processing of grievances past Level I of the grievance procedure, Article 16 herein, for unit members who are designated as unit representatives, subject to the following conditions:
- 2.4.1** By no later than two (2) days following the signing of the Agreement, the Association will designate in writing to the Superintendent three (3) unit members who may receive the release time;
 - 2.4.2** Twenty-four (24) hours prior to release from duties for grievance processing, the designated representative informs his/her immediate supervisor in order that an adequate substitute may be obtained, if such is necessary; and
 - 2.4.3** That such time off shall be limited solely to representing a grievant in a conference with a management person beyond Level I, and in no way shall this

COLLECTIVE BARGAINING AGREEMENT BETWEEN TVUSD AND TVEA
TERM OF CONTRACT: JULY 1, 2019 – JUNE 30, 2021

limitation include use of such time for matters such as gathering information, interviewing witnesses, or preparing a presentation.

- 2.5** The District agrees to allow CTA workshops and conference attendance, up to thirty (30) days per year, for the Association President or designee, with costs of the substitute, if one is needed, borne by TVEA. Prior notice of intent to use these provisions shall be extended to the Superintendent, whose advance approval must be obtained.
- 2.6** The TVEA President shall be released from his or her regular duties to the District for the full term of this Agreement. That term shall commence on July 1, 1999.
- 2.6.1** The President shall be paid in the usual manner as if he or she were a regular employee of the District and shall suffer no reduction in salary, step, fringe, or other benefits. The President shall also be guaranteed the right to return to the site occupied before taking office if said position is still available in the normal course of events.
- The parties will mutually agree upon a job description of the duties to be done during the release time.
- 2.6.2** The District will pay for up to \$100,000 of the cost of the TVEA President's salary, health and welfare benefits and statutory costs.
- For costs exceeding \$100,000, TVEA will be invoiced in ten (10) monthly payments, September through June, and will pay within thirty (30) days. A charge of 1½ % per month will be assessed on late unpaid balances.