

ARTICLE IV - EMPLOYEE/FEDERATION RIGHTS

A. Federation President Leave of Absence

1. At the request of the Federation, the District shall grant the President of the Federation and/or his/her designee a leave of between twenty to one hundred percent (20-100%) of the contract period. The President and/or his/her designee shall receive all regular full time salary, STRS, Worker's Compensation, Unemployment Insurance, and other-negotiated benefits commensurate with his according to accumulated units and longevity.

The Federation shall reimburse his/her placement on the salary schedule, including regular advancement the District for that portion of the salary, STRS, Worker's Compensation, Unemployment Insurance and negotiated benefits equal to the District's replacement cost of that portion of the leave(s). Federation leave costs will be calculated as a specific "salary cell" on the negotiated certificated salary schedule. The "salary cell" will be cell D4. This request may be renewed each year. This request shall be made prior to June 1 of each year following the initial year and the leave shall take effect at the beginning of the school year.

2. The twenty to one hundred percent (20-100%) position(s) vacated by this leave shall be filled on a temporary basis. At the completion of the

Term(s) of presidency and/or the end of the designation by the President, the President and his/her designee may exercise the option of returning to the previously held position.

- B. The District shall provide the Federation with an accurate roster of the certificated staff indicating the FTE, assignment, site assignment, salary level and status for each teacher by September 1st of each year and updated the 1st of each month thereafter.

- C. District shall provide the Federation two (2) copies of the Board book and the agenda of each School Board meeting at the same time they are made available to the School Board members. During the summer the District will mail two copies of the Board book and agenda to two addresses, provided by the Federation prior to June 1. The service of the agenda shall constitute official notice of any proposed action by the Board of Education on items set forth in the agenda.

- D. The Employer, upon reasonable request, shall make available to the Federation non-confidential information, statistics, records, etc., relevant to negotiations, or necessary for proper enforcement of the terms of this Agreement.
- E. The District shall provide to the Federation, upon request, the names and addresses of unit members who have given written consent to the release of such information.
- F. Whenever a reasonable number of members of the Federation are scheduled to participate, during working hours, in negotiations regarding the collective bargaining agreement, they shall be granted reasonable release time at District expense. Implementation of this paragraph shall be subject to negotiations regarding the scheduling of meetings and the number of participants.
- G. Employees shall have the right of representation of their choice in any conference, grievance or disciplinary proceeding, consistent with PERB and/or court rulings. If an employee desires representation for an administrative conference called for the purpose of discussing material to be placed in his/her file, he/she may require from that administrator two working days advance notice to arrange such representation.
- H. The District shall adhere to state and federal laws concerning discrimination.