

## ARTICLE 4: ASSOCIATION RIGHTS

### Section A - Minutes and Agenda of Board Meetings

An agenda for the next Board meeting will be available on the District's web page. ~~Two (2) copies of~~ ~~the Board packet will be placed in district mail for~~ **emailed to** the designated Association representative as soon as ~~they are~~ **it is** available prior to the Board meeting.

### Section B - Placement on the Board Agenda

**There shall be a standing agenda item for the McMinnville Association President or designee to address the McMinnville School Board at any regular Board meeting. Time allotted shall be a minimum of ten (10) minutes.** Upon request of the President of the McEA, or his/her authorized representative, the McEA shall be placed on the agenda of ~~the next Regular Board meeting and may be placed on the agenda of a Special Board meeting if the MEA is the subject of the Special meeting.~~

### Section C – Right to Speak at Faculty Meetings

**Every administrator-directed meeting (staff meetings, data team meetings, etc) shall have a minimum of ten (10) minutes in the agenda for an Association meeting. This agenda item shall be held during regular work hours.** ~~The building representatives should contact the Building Principal to notify the Principal that McEA be placed on the agenda of the next faculty meeting. In such cases, the MEA will be scheduled for the last (5) five minutes on the agenda during contract hours of the regularly scheduled meeting time. At the point in time when McEA business is at hand, the principal or administrator in charge will leave the room. and, so far as the District is concerned, the faculty meeting has concluded. Such faculty meeting opportunities will occur not less than one time per month. with the exception of November and December.~~

### Section D - Providing Documents

Upon written request, the Board shall provide to the President of the McEA a copy of the proposed, adopted and audited budget of the District as they are prepared. The Board shall provide, ~~at a reasonable cost to the MEA,~~ all public information requested which is necessary and proper to the administration of the collective bargaining agreement.

### Section E - Facilities

Upon written request, and by completing a building use form, school facilities may be used for McEA meetings at reasonable times during non-duty hours provided that such meetings shall not interfere with the normal school operations. The McEA or its members shall not interfere with the normal and proper functioning of the schools through failing to follow proper channels of communication.

### Section F- Equipment:

1. The Association shall have the right to use District **equipment and communication tools and devices such as** phones, computers (~~not email~~), photocopiers (and other duplicating equipment) and audio-visual equipment as allowed by law, ~~outside the regular work day~~, when such equipment is not otherwise in use. ~~The President of the Association may one time per year in September submit an email to the Superintendent or designee to be distributed to all licensed staff after approval. The email may inform licensed professional educators of MEA meetings for the year and contact information for MEA representatives.~~

### 2. Bulletin Boards

The Association shall have, in each building, the use of a bulletin board in each staff room. At the high school, in addition to the staff room, a second location for posting information will be identified by the Building Principal in collaboration with the McEA Representative.

### 3. Mail Facilities and Mail Boxes

The Association shall have the right to use the inter-building mail facilities and mail boxes outside the regular work day as permitted by law.

### Section G – Association / McEA Leave

1. The District agrees to release the Association President for the equivalent of up to ~~¼~~ **half (0.5)** teaching time on a schedule that is mutually agreeable to the District and the Association. The cost of the President's released time, including all fixed charges, will be paid by the ~~District Association~~. The Association President shall experience no reduction of pay or benefits due to service as the President. **After leaving the position of President,**

**the professional educator shall be reinstated to the same position and work location without loss of seniority, rank, classification or retirement credit.**

2. Fifteen (15) days of leave each year will be provided for Association or OEA/NEA business **or activities not provided by law** with no loss of pay to the involved professional educators during a non-bargaining year. Ten (10) days of additional leave will be provided for the Association during a bargaining year. If a bargaining year continues to the following school year, the Association will be provided an additional five (5) days. The cost of substitutes, ~~plus all fixed charges,~~ will be paid by the Association. In the event that professional educators on leave for Association business are engaged in activities for which public funds may not be expended, the full cost of salary and benefits will be paid by the Association.

3. Notification of Association leave shall be in writing to the Human Resources Director from the Association President with a copy to the appropriate building principal(s) at least two (2) working days in advance of the intended absence, **unless there is an emergency.**

**4. Association representatives shall be provided reasonable time and appropriate coverage to conduct Association business within the workday as provided by law.**

#### Section H: Association/District Relations

- ~~1. During District orientation for new bargaining unit members, the Association will be granted time to conduct Association business and orientation.~~
- To foster a positive, collaborative relationship, the District and the Association agree to establish a Joint Labor Relations/Management Committee (LMC) at each school site for the purpose of addressing mutual concerns at the building level. The school administrator and Association building representative(s) shall set a calendar of mutually agreed upon meeting dates and times by September 15th of each year. The school LMC committee shall meet no less than once a month. If issues are not resolved at the building level, the concerns will be added to the MSD/McEA liaison meeting agenda.**

#### Section I: Access to Members

- During District orientation for new bargaining unit members, the Association will be granted **120 minutes of the workday.** ~~time~~ to conduct Association business and orientation. **For anyone hired after the District orientation day, the District will notify**

the Association of the hire within ten (10) calendar days and provide 120 minutes within the member's workday for the Association to provide orientation. This orientation will occur within 30 calendar days of the new hire.

2. The District will provide a substitute for the newly hired professional educator and Association designee to meet for orientation, if a substitute is necessary.
3. At the request of the Association, 120 minutes may be timesheeted at the per diem rate by both the new hire and the Association representative, in order for the Association to provide orientation outside of the regular workday.
4. Meeting with current professional educators: The Association shall have the right to meet with current professional educators during the regular work hours at the educators' worksite in order to address grievances, complaints, and matters related to employment relations.
5. Right to Hold Union Meetings: The Association shall have the right to conduct meetings at the school sites before or after regular work hours, during meal periods, and during any other break periods. The Association shall have the right to select the time and place of meetings, provided that the meetings do not interfere with employer operations. The Association shall have the right to conduct meetings without undue interference. No fee shall be charged for using worksites for meetings.