

ARTICLE 5

ASSOCIATION RIGHTS

- 5.1 Subject to reasonable rules and regulations, the Association and its officers shall have the right to use school buildings and facilities for Association activities only outside established work hours except:
- (A) When an authorized Association representative secures advance permission from the Superintendent, or designee, for use of school facilities within established work hours,
 - (B) When Association activities do not interfere with the school program or duties of bargaining unit members, and
 - (C) When Association activities do not interfere with the rights of bargaining unit members to

maintenance of the Collective Bargaining Agreement. Such information shall be provided within a reasonable time following the request.

- 5.10 The Association shall be provided one (1) hour on the District orientation agenda to conduct an Association orientation meeting.
- 5.11 The Association shall have the right to eighty (80) days annually of Association leave for Association representation. The Association shall reimburse the District at the District-incurred substitute cost for each day of Association leave expended and not reimbursed by the California State Board of Control. No one (1) Association representative shall be permitted to use more than twenty (20) days of Association leave in connection with this article.
- 5.12 The Association President shall be released from their regular duties in the District. The District shall pay the President the same salary and fringe benefits they would have received without loss of seniority or other rights and benefits. The District shall return the President to the same position, if available, or an equivalent position at the completion of their term in office.
- 5.13 While serving in the capacity of Association President, the individual remains an employee of the District and is under the direction of the Superintendent, or designee, except when performing Association duties.
- 5.14 The Association recognizes the obligation to keep detailed records for the purpose of the District obtaining reimbursement for such Association activities as collective bargaining and grievance processing through the State Board of Control.
- 5.15 The base salary for the Association President will be determined by the President's appropriate placement on the teacher's salary schedule for a work year equal to that contracted prior to their election as President. The Association will submit a written request annually identifying the amount of additional salary which the President should receive for additional workdays/hours beyond the normal contract work year. The Association will re1.7 (o)-iaryb3 (u)5.2 (r)3.1 (s)1.7 (