

Article IX.A.4.f. Association Leave

A. Statement of Policy

The Association will be allowed up to 120 days of Association Leave for teachers to be released from normal duties at the request of the Association. The following procedures are established to supervise the use of Association Leave.

1. The Association may request Leave under this policy to directly benefit education in the District or for purposes of performing those duties associated with representation of the bargaining unit.
2. All released time for duties associated with GEA, UEA, and NEA are considered Association Leave except:
 - a. negotiation meetings with District Representatives,
 - b. grievance meetings with District Representatives, and
 - c. other joint meetings with District Representatives.
3. Up to 60 of the 120 days of Association Leave may be recognized by the District as directly benefiting education in the District. Such Leave is provided without loss of pay and without reimbursement to the District from the Association.
4. The District shall provide Association Leave request forms which are to include a statement of the purpose of the Leave. Requests are to be submitted to the Superintendent or the Superintendent's designee who shall:
 - a. approve or deny the request,
 - b. document the use and approval or denial of Leave requests
 - c. determine whether the purpose of the Leave directly benefits education in the District,
 - d. ensure that the cost of approved Leaves which do not directly benefit education in the District or do directly benefit education in the District but go beyond the 60 days referred to in subsection iii. above are reimbursed to the District, and
 - e. maintain an account of the costs and expenses of Association Leave.
5. Association Leave may not be used to engage in political activity which includes:
 - a. actively campaigning for candidates in partisan or nonpartisan elections;
and

- b. fundraising for political organizations, political parties, or candidates.
- 6. Violations of this policy constitute cause for disciplinary action.