

**Relations with  
Employee  
Organizations**

Treatment of employee organizations will be consistent and without favoritism shown toward any organization, in accordance with the following procedures:

1. Employee membership in any organization will be a matter of free choice.
2. The central and campus school administration position regarding such organizations will be neutral and will neither encourage nor discourage membership in any employee organization.
3. Faculty meetings called and conducted by the principal will be for school-related matters. An employee organization matter will not be part of the agenda.
4. Organization meetings of campus members may be held in school facilities before or after school hours, in accordance with DGB(LOCAL) and GKD(LOCAL).
5. Group meetings or individual conferences conducted by elected officers, professional staff, or appointed officials of any employee organization for purposes of membership recruitment will not be permitted on school premises during work hours. School facilities may be used for such purposes before or after work hours, in accordance with DGB(LOCAL) and GKD(LOCAL). This provision applies to professional learning days as well as to regular school days. Employees may participate in educational programs of employee organizations during work hours only with the prior approval of the Superintendent or designee. [See DMD]
6. The principal of each school will designate a location in the school for use by employee organizations. All materials must be submitted to the principal of each school, or the designated manager of each facility for dating and posting and will remain posted for a reasonable time.
7. Announcements of employee organization meetings may be made over the public address system, but such announcements will occur outside of school hours and be limited to the organization's name and purpose, and the meeting date, time, and location.