



May 14, 2019

VIA EMAIL: WENDY.TUCKER@PROCOPIO.COM

Wendy Tucker
Procopio, Cory, Hargreaves & Savitch
525 B St. Suite 2200
San Diego, CA 92101

Subject: Cease and Desist – Unilateral Changes to Gompers Preparatory Academy (GPA) Calendar and Schedule

Dear Ms. Tucker,

Via email on May 7, 2019, you notified me of GPA's intent to implement a change in the school's calendar and daily schedule for the 2019-20 school year effective May 17, 2019 and May 24, 2019, respectively. SDEA has not had sufficient opportunity to bargain over these changes as they were first proposed on April 25, 2019.

If these actions are taken without providing SDEA meaningful notice and an opportunity to bargain either the decision or the effects of the changes, they also constitute unilateral changes to terms and conditions of employment within the scope of bargaining and would violate Sections 3543.1, 3543.2(a), 3543.5(b), (c), (e), and 3543.7 of the California Educational Employment Relations Act.

Accordingly, SDEA hereby demands that the school immediately cease and desist from implementing changes to either the school calendar or the daily schedule, and that prior to making any future changes, the school provide SDEA with advance notice and a meaningful opportunity to bargain.

Further SDEA demands to bargain over any impacts and effects of changes to either the calendar or the schedule including, but not limited to, preparation time, work hours, workload, class size, student contacts, or salary.

If the school does not comply with SDEA's demands, SDEA will pursue all available legal remedies for these unlawful unilateral changes, including but not limited to filing an unfair practice charge with the California Public Employee Relations Board.

Thank you for your attention to this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "AS", is written over a light grey background.

Anthony Saavedra
Field Organizer, SDEA

Cc: Vince Riveroll, Gompers Preparatory Academy Director
Cheryl Coney, California Teacher Association Charter Organizer

San Diego Education Association

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