

TABLE OF CONTENTS

1. AGREEMENT	1
2. RECOGNITION	2
3. DEFINITIONS	3
4. NEGOTIATION PROCEDURES	5
5. EMPLOYEE ORGANIZATION RIGHTS	6
6. DISTRICT RIGHTS	10
7. WAGES	11
8. HOURS OF EMPLOYMENT	13
9. HEALTH & WELFARE BENEFITS	22
10. LEAVE POLICIES	30
11. SAFETY CONDITIONS OF EMPLOYMENT	42
12. TRANSFER POLICIES	48
13. CLASS SIZE	57
14. PERFORMANCE EVALUATION PROCEDURES	61
15. GRIEVANCE PROCEDURE	74
16. ORGANIZATIONAL SECURITY	79
17. SUMMER SCHOOL/INTERSESSION HOURS & CONDITIONS	82
18. PEER REVIEW & ENRICHMENT PROGRAM (PREP)	86
19. LAYOFF & REEMPLOYMENT	96
20. CONCERTED ACTIVITIES	98
21. JOB SHARING	99
22. PROFESSIONAL GROWTH	101
23. BILINGUAL/ESL TEACHERS	104
24. YEAR-ROUND SCHOOLS	106
25. EDUCATION REFORM & SHARED DECISIONMAKING	108
26. CONTRACT ADMINISTRATION COMMITTEE	111
27. INTERN PROGRAM	113
28. NON-DISCRIMINATION	115
29. JOINT COMMITTEES	116
30. SPECIAL EDUCATION	117
31. CHARTER SCHOOLS	120
32. REDUCED WORKLOAD PLAN	122
33. VISITING TEACHERS	124

34. LETTERS OF REPRIMAND & SUSPENSIONS	130
35. PEER COACH/STAFF DEVELOPER SELECTION PROCESS	133
36. EFFECT OF AGREEMENT	136
APPENDIX A - SALARY SCHEDULE & RULES	137
APPENDIX B - EARLY CHILDHOOD EDUCATION PROGRAMS SALARY SCHEDULE & RULES	166
APPENDIX C - MILITARY SCIENCE INSTRUCTORS' SALARY SCHEDULE & RULES	177
APPENDIX D - VISITING TEACHER SALARY SCHEDULE & RULES	181
APPENDIX E - SUMMER SCHOOL INTERSESSION SALARY SCHEDULE & RULES	184
APPENDIX F - SCHOOL PSYCHOLOGIST SALARY RULES	189
APPENDIX G - SPEECH-LANGUAGE PATHOLOGIST SALARY RULES	206
APPENDIX H - PART-TIME CERTIFICATED ASSIGNMENTS	219
APPENDIX I - VIDEOTAPING MEMORANDUM OF UNDERSTANDING	220
APPENDIX J - JOB SHARE MEMORANDUM OF UNDERSTANDING	221
APPENDIX K - COMMITMENT TO SHARED RESPONSIBILITIES	223
APPENDIX L - PEER COACH STAFF DEVELOPER JOB DESCRIPTION	224
APPENDIX M - ADMINISTRATIVE TRANSFER PRE-ARBITRATION SETTLEMENT AGREEMENT	226
REFERENCED IN ARTICLE 12	
APPENDIX N - PROP MM MEMORANDUM OF UNDERSTANDING	228
APPENDIX O - SIDELETTER - DIAGNOSTIC RESOURCE TEACHER	229
APPENDIX P - PAYROLL & FINANCIAL SOFTWARE MEMORANDUM OF UNDERSTANDING	230
APPENDIX Q - SCHOOL SAFETY EDUCATION CODE REFERENCED IN ARTICLE 11	231
APPENDIX R - GOMPERS HIGH SCHOOL MEMORANDUM OF UNDERSTANDING	235