

## TABLE OF CONTENTS

<b>Article</b>	<b>Title</b>	<b>Page</b>
<b>I</b>	<b>Preamble .....</b>	<b>1</b>
<b>II</b>	<b>Recognition .....</b>	<b>1</b>
<b>III</b>	<b>Management Rights .....</b>	<b>1</b>
<b>IV</b>	<b>Association Rights.....</b>	<b>2</b>
<b>V</b>	<b>Compensation.....</b>	<b>3</b>
<b>VI</b>	<b>Survivor's Benefits.....</b>	<b>5</b>
<b>VII</b>	<b>Payroll Deductions .....</b>	<b>6</b>
<b>VIII</b>	<b>Dues Deductions .....</b>	<b>7</b>
<b>IX</b>	<b>Insurance .....</b>	<b>8</b>
<b>X</b>	<b>Leaves.....</b>	<b>9</b>
<b>XI</b>	<b>Workplace Safety .....</b>	<b>12</b>
<b>XII</b>	<b>Students Discipline Procedures .....</b>	<b>13</b>
<b>XIII</b>	<b>Fringe Benefits .....</b>	<b>14</b>
<b>XIV</b>	<b>Grievances .....</b>	<b>15</b>
<b>XV</b>	<b>Employee Terminations.....</b>	<b>17</b>
<b>XVI</b>	<b>Discipline and Due Process .....</b>	<b>18</b>
<b>XVII</b>	<b>Teacher Evaluation.....</b>	<b>19</b>
<b>XVIII</b>	<b>Complaints Against Teacher.....</b>	<b>20</b>
<b>XIX</b>	<b>Personnel Files.....</b>	<b>21</b>
<b>XX</b>	<b>Layoff and Recall .....</b>	<b>22</b>
<b>XXI</b>	<b>Teacher Dress Code .....</b>	<b>24</b>
<b>XXII</b>	<b>Entire Agreement.....</b>	<b>25</b>
<b>XXIII</b>	<b>Waiver.....</b>	<b>26</b>
<b>XXIV</b>	<b>Duration.....</b>	<b>27</b>