

TABLE OF CONTENTS

ARTICLE 1	AGREEMENT	1-1
ARTICLE 2	RECOGNITION	2-1
ARTICLE 3	DEFINITIONS.....	3-1
ARTICLE 4	NEW BARGAINING UNIT MEMBER ORIENTATION INFORMATION.....	4-1
ARTICLE 5	NEGOTIATIONS PROCEDURES	5-1
ARTICLE 6	GRIEVANCE PROCEDURE.....	6-1
ARTICLE 7	PROFESSIONAL DUES OR FEES AND PAYROLL DEDUCTIONS	7-1
ARTICLE 8	ASSOCIATION RIGHTS	8-1
ARTICLE 9	VACANCIES/REASSIGNMENT.....	9-1
ARTICLE 10	PROCEDURES FOR THE EVALUATION OF UNIT MEMBERS	10-1
ARTICLE 11	PERSONNEL FILES.....	11-1
ARTICLE 12	COMPLAINTS CONCERNING UNIT MEMBERS.....	12-1
ARTICLE 13	PERSONAL AND ACADEMIC FREEDOM.....	13-1
ARTICLE 14	PARA-EDUCATORS AND STUDENT TEACHERS	14-1
ARTICLE 15	ROP TEACHERS' WORK CONDITIONS	15-1
ARTICLE 16	WORK CONDITIONS	16-1
ARTICLE 17	PEER ASSISTANCE AND PEER REVIEW (PAR).....	17-1
ARTICLE 18	SAFETY	18-1
ARTICLE 19	SPECIALIZED HEALTH CARE.....	19-1
ARTICLE 20	LEAVES	20-1
ARTICLE 21	BLANK.....	21-1
ARTICLE 22	CLASS SIZE.....	22-1
ARTICLE 23	TRAVEL, CONFRENCES AND REIMBURSEMENT	23-1
ARTICLE 24	EXTENDED SCHOOL YEAR ASSIGNMENTS	24-1
ARTICLE 25	PERMANENT STATUS	25-1

ARTICLE 26	RETIREE HEALTH BENEFIT PROGRAM.....	26-1
ARTICLE 27	HEALTH BENEFITS.....	27-1
ARTICLE 28	PART-TIME EMPLOYEE WORK CONDITIONS	28-1
ARTICLE 29	COMPENSATION	29-1
ARTICLE 30	BLANK.....	30-1
ARTICLE 31	STAFF DEVELOPMENT PROGRAM.....	31-1
ADDENDUM I	TEACHER SALARY SCHEDULE	Addendum-I
ADDENDUM II	ROP TEACHER SALARY SCHEDULE	Addendum-II
ADDENDUM III	PSYCHOLOGIST SALARY SCHEDULE.....	Addendum-III
ADDENDUM IV	NURSES SALARY SCHEDULE	Addendum-IV
ADDENDUM V	SPEECH AND LANGUAGE SALARY SCHEDULE	Addendum-V
ADDENDUM VI	INFANT PROGRAM CERTIFICATED STAFF.....	Addendum-VI
APPENDIX A	CALIFORNIA STANDARDS FOR THE TEACHING PROFESSION.....	A-1
APPENDIX B	MILEAGE CALCULATION BASED FROM COUNTY OFFICE TO SCHOOL SITE	B-1
APPENDIX C	YEAR ROUND EDUCATION	C-1
APPENDIX D	EVALUATION OF TEACHING PERFORMANCE	D-1
APPENDIX D	EVALUATION OF PSYCHOLOGIST PERFORMANCE.....	D-2
APPENDIX D	EVALUATION OF SCHOOL NURSE PERFORMANCE.....	D-3
APPENDIX D	EVALUATION OF COUNSELOR PERFORMANCE.....	D-4
APPENDIX D	EVALUATION OF SPEECH/LANGUAGE PATHOLOGIST PERFORMANCE	D-5
APPENDIX E	REQUEST TO ATTEND CONFERENCE FORM.....	E-1
APPENDIX F	REPORT OF UNSAFE CONDITION OR HAZARD	F-1
APPENDIX G	NEW PARA-EDUCATOR ASSIGNMENT FORM.....	G-1
APPENDIX H	GRIEVANCE FORM.....	H-1