

**TEA
TABLE OF CONTENTS**

Article 1	Agreement
Article 2	Recognition
Article 3	Definitions
Article 4	Wages
Article 5	Hours of Employment
Article 6	Health and Welfare Benefits
Article 7	Leaves
Article 8	Transfer and Reassignment of Personnel
Article 9	Working Conditions
Article 10	Class Size
Article 11	Evaluation Procedure
Article 12	Grievance Procedure
Article 13	Organizational Security
Article 14	Association Rights
Article 15	Negotiating Procedures
Article 16	Management Rights
Article 17	Payroll Deductions
Article 18	Complaints
Article 19	PAR Program
Article 20	Year-Round Education
Article 21	Shared Contract

Article 22	Itinerate Bargaining Unit Members
Article 23	No Strike
Article 24	Discipline
Article 25	Resignation and Retirement
Article 26	Savings
Article 27	Duration
Article 28	Contract Waiver Procedures
Article 29	Complaints
APPENDIX A	EERB
APPENDIX B	Teacher Salary Schedule
APPENDIX C	Benefits Overview
APPENDIX D	School Calendar
APPENDIX E	Memorandum of Understanding
APPENDIX F	K-5 Instructional Minutes