<table>
<thead>
<tr>
<th>CBA Article</th>
<th>Examples</th>
<th>Question, Concern, or Report</th>
</tr>
</thead>
</table>
| **II: Status and Administration of Agreement** | ● Distribution of CBA  
● Strikes  
● Contract Waivers |                             |
| **III: Association Rights**             | ● Access-when you can meet  
● Member Communication  
● Association Leave |                             |
| **IV: Employee Rights**                 | ● Just Cause  
● Academic Freedom/Prof. Prerogative  
● Employee Files  
● Employee Protection and Safety  
● Student Discipline  
● Individual Employee Contracts  
● Supplemental Contracts  
● Transfers/Reassignment  
● Resignation  
● Job Sharing |                             |
| **V: Management Rights**                |                                                                         |                             |
| **VI: Leaves**                           | ● Illness/Injury/Emergency  
● Leave Sharing  
● Childbirth/Childcare/Adoption  
● Bereavement  
● Jury/Subpoena  
● Sabbatical  
● Personal  
● Other: PD, Religious, Unpaid |                             |
| **VII: Salaries, Stipends, and Benefits** | ● Salary  
● Activity Payment  
● Teacher Leadership  
● Special Education Stipends  
● Insurance  
● CTE certification fees |                             |
| **VIII: Other Terms and Conditions of Employment** | ● Work Year and Work Day  
● Plan Time  
● Covering Classes (sub shortage)  
● Class Size and Overload $  
● Workload: K, specialists, SpEd  
● Inclusion (SpEd in GenEd)  
● Classroom visitation  
● Employee Facilities  
● Conferencing/Grading/Report Cards  
● Elementary Assessments  
● New Educator support/Mentors |                             |
| **IX: Substitute Employees** – Compensation, other rights |                                                                         |                             |
| **X: Evaluation**                       | ● 5D Comprehensive/Focused  
● ESA and Non-Classroom  
● Short Form  
● PGO |                             |
| **XI: Grievance**                       | ● Procedures for Informal Grievance  
● Procedures for Formal Grievance |                             |
| **XII: Collaborative Decision Making**  | ● Professional Involvement (all committees are optional)  
● Building collaboration (school decisions, BLTs, Dept. Heads, Rep/Principal/Rep Mtgs.)  
● District Committees  
● LMC and SpEd Ad-Hoc Committees |                             |

How many attended the meeting?  
Issue(s) brought up by more than 1 member: