

Subject	Article/Section
Absences, Employee.....	19 P
Abuse, Reporting Incidents .....	11 K
Academic Freedom .....	13
Democratic Tradition .....	13 A
Individual Rights.....	13 B
Rights of Others.....	13 C
Access to Buildings .....	5 N
Access Rights (Union).....	29 A
Accountability .....	15
Committee Involvement.....	15 B
Reconciliation/Intervention Team.....	15 D
Shared Governance.....	15 E
Training .....	15 C
Voting Procedures .....	15 G 3-5
Accountability Program Funding.....	15 I
Accrual of Sick Leave .....	12 A 1
Accrued Annual Leave.....	23 Q
Achievement Incentive Pay .....	21
Active Military Service Status .....	23 H
Adjustment of Grievance .....	34 G
Admission to Events.....	19 L
Advanced Degree Stipends, Procedures for In-Field Incentives Appendix A	
Advanced Incentive Award.....	21 B, Appendix E
After and Before School Care.....	19
Aggregate Method of Computing Taxes .....	19 S
Air Quality & Health/Safety Sub-Committee .....	7 F
Alternative Teaching Assignments .....	10 H
Americans with Disabilities Act .....	23 T
Annual Contract Employees, Re-employment of .....	18 C 2
Involuntary Transfer .....	18 C 3
Personnel Files.....	18 D
Annual Leave, Accrued.....	23 Q
Annuity Programs .....	22 E
Anonymous Items in Personnel File.....	18 D 3
Appeal of Grievance .....	34 J
Applicants, Preference of.....	20 G
Application Form .....	20 E
Application for Professional Enhancement Leave .....	23 J
Arbitration, Cost of .....	34 E
Arbitration, Expedited.....	34 L
Assessment Criteria (IPAS)/Form .....	Appendix G
Assignments, School .....	19 U
Assignments, Student Teaching .....	16

BTU INDEX

Page 2 of 15

Subject	Article/Section
Athletic Events, Admission to .....	19 L
Automobile Vandalism .....	22 H 2
Back to School Night/Open House .....	6 L
Bank, Sick Leave.....	23 R
Basic Incentive Award .....	21 A, Appendix E
Bargaining Agent .....	3 G, 29 R
Bargaining Unit Roster.....	29 T
Before and After School Care.....	19
Behavioral Objectives .....	5 R
Behavior, Procedures to correct.....	11 M
Bereavement Leave .....	23 A 3
Block Schedule .....	10 D
Block Schedule Voting .....	15 G 3-5
Board Agenda .....	29 G
Board Determination.....	23 O
Bomb Threats .....	7 D
BrIDGES.....	18 E
Broward County Recognition Program (BCRP) .....	15 J
Broward Teacher Corp Training Program.....	Appendix I
BTU .....	3 H
BTU School Visitation & Meetings .....	29 J
Budget for Faculty Council.....	17 B
Building Access.....	5 N
Bulletin Boards, Union Access .....	29 C
Bullying/Harassment.....	6 K
Bus Duty .....	5 A
Buy Back Program, Sick Leave .....	21 D
CAB E-Mail usage .....	29 C
Cafeteria Insurance Program.....	22 J
Calendar, School.....	27
Cambridge Training .....	4 F
Career Incentives .....	Appendix E
Cash-In Sick Leave .....	21 D
Cell Phone Reimbursement .....	19 T
Chairperson/Team Leader, Duties .....	9 A 4
Challenge to Voting Procedure.....	11 G 5
Change of Teaching Stations .....	10 F
Changing Grades .....	8 G
Child Protective Services .....	11 Q
Classroom Discipline.....	11 E
Classroom Teacher serving as District Representative .....	12 C

Subject	Article/Section
Classroom Visitation .....	5 O
Clerical Support.....	6 M
Commencement of Negotiations .....	36 B
Commitment, Parties .....	30 A
Complaints on Employees .....	18 B 2
Complaints-Discrimination .....	23 T
Composition of Faculty Council.....	17 C
Computer Equipment.....	8 C
Computer Software (Educational) .....	8 B
Computer Tapes.....	29 Q
Conditions of Employment .....	5
Conduct Business.....	29 D
Conference Areas .....	5 I
Conference, Annual Assessment .....	18 E 4 d
Conference Post-Observation .....	18 E 4 b
Conferences .....	18 B 5
Written Notification .....	18 A 1
Notice to Employee.....	18 A 2
Right To Union Representation.....	18 A
Conference Time, Preparation of.....	10 A
Contents of Openings/Notices.....	20 C
Continuing Insurance Coverage While on Leave.....	23 L
Continuity of Classroom Instruction.....	21 D
Contract Enforcement .....	29 S
Contract, Individual .....	30 D
Contract Provisions, Legality .....	30 B
Contractual Pay (No Summer Paychecks) .....	19 N 2
Convention, State.....	29 N
Copying Agreement, Cost of.....	30 E
Copying of Personnel File .....	18 D 6
Copying/Typing Equipment .....	8 C
Correct Behavior, Procedure to.....	11 M
Cost of Arbitration .....	34 E
Cost of Copying Agreement.....	30 E
Coverage, Insurance.....	22 A
Covering Classes .....	6 D
Credit for, Special Program Experience.....	19 H
Credit for Teaching Experience.....	19 E
Critical Shortage Area .....	21 C
Critical Shortage, Sabbatical Applicants.....	23 D 10
Curriculum and Instruction .....	8
Curriculum Councils.....	9

Subject	Article/Section
Data Collection Review Committee .....	12
Death/Threat/Violent Nature, Reports of .....	11 K 2
Declared Emergency Leave .....	23 W
Deduction for Absences.....	19 P
Deductions, Other.....	29 I
Definition of Grievance.....	34 A
Definitions .....	3
Delay of Involuntary Transfers .....	25 C 6
Department Chairpersons, Curriculum Councils and Professional Development Council .....	9
Appeal Meeting .....	9 A 3
Chairperson/Team Leader duties .....	9 A 4
Filling of Vacancies .....	9 A 2
Release Time .....	9 B
Selection Process .....	9 A 1
Differentiated Accountability (DA).....	31 D
Direct Deposit .....	19 O
Disability Insurance .....	22 C
Discipline, Probationary Period .....	18 B 1 b
Discrimination .....	29 F
Discrimination Complaints.....	23 T
Discipline, Student .....	11
Assistance and Support To Employees .....	11 C
School Board Responsibility	
Classroom Discipline.....	11 E
District Discipline Committee.....	11 B
School Board Responsibility .....	11 D
Student Discipline Plan.....	11 F
Faculty Vote.....	11 F 3
Special Assistance.....	11 J
Written Statement.....	11 H
Discipline, Progressive (Employee).....	18 B 1 a
Dismissal, Recommendation for .....	18 B 4
District Discipline Committee.....	11 B
District Standard Referral Form .....	11 G
Direct Deposit .....	19 O
Documents, Refusal to Sign .....	18 B 6
Domestic Violence Leave (MOA).....	Appendix L
Donation of Sick Leave to a Family Member .....	23 V
Drug Free Workplace .....	24 F
Due Process/Personnel Files/Employee Evaluation.....	18
Notification To Employee.....	18 D 5
Union Representation .....	18 A

Subject	Article/Section
Written Notification of Reasons for Conference .....	18 A 1
Dues Deduction .....	29 H
Duty-Free Lunch.....	5 D
Early Release Day, Professional Develop. Customized Activities .....	5 L 6
Early Release Time .....	5 U
Early Release Time for Stewards.....	29 D
Elected to Public Office .....	23 N
Election Day, Notice of .....	15 G 4
Electronic Grade Books.....	6 O
Elementary Preparation/Conference Time .....	10 B
E-Mail usage.....	29 C
Emergency School Closing .....	28
Employee Absences.....	19 P
Employee Assistance Program .....	24
Employee Discipline, Progressive.....	18 A 1 a
Employee Facilities .....	5 F
Employee Input, Administrator’s Annual Assessment.....	5 W
Employee Preparation, Conference and Planning.....	10
Employee Reimbursement.....	11 N, 22 H
Employee Rights .....	18 B
Endorsement after election.....	15 G 6
Equal Opportunity .....	6 J
Equipment.....	5 Q, 29 B
Equipment, Computer & Typing.....	8 C
Equipment, Safety.....	7 B
Errors In Paychecks .....	19 Q
ESOL .....	33
Establishment of Faculty Council.....	17 A
Evaluation .....	18 F
Evaluation Form .....	Appendix G
Events, Admission to.....	19 L
Examinations, Physical .....	6 A
Examining Students.....	7 E
Exclude a student from class .....	11 F 2
Exclusions of Contract .....	2
Exclusive Rights to process grievance.....	34 B
Exempt from Surplusing .....	25 D 5
Expedited Arbitration .....	34 L
Experience for Credit, Other.....	19 H
Experience, Special Program .....	19 H
Extra Pay .....	19 G 2

Subject	Article/Section
Facilities, School .....	7 C
Faculty Council.....	17
Faculty Meetings .....	5 K
Faculty Meetings, Report of Steward .....	29 K
Family and Medical Leave .....	23 S
Field Trips.....	11 O
Flexibility, Professional Development.....	5 L 3
Florida Law.....	29 X
File, Student Discipline .....	11 I
Filing Charges-Assistance .....	11 L
Formal Grievance.....	34 D
Four Day Work Week .....	5 E
Full-Time Employees.....	6 E
Funding, Accountability Program .....	15 I
General Employment Practices.....	6
Grade Books, Electronic .....	6 O
Grade Level Chairpersons, Department Chairperson, and Team Leaders	
Filling a Vacancy During the School Year .....	9 A 2
Release Time .....	9 B
Selection Process .....	9 A 1
Grades (Curriculum and Instruction) .....	8
Changing Grades .....	8 G
Submission of Grades .....	8 E
Grievance Procedure .....	34
Grievance Form.....	Appendix B
Group Insurance Program .....	22 I
Guaranteed Transfers .....	25 C 4
Guild Teachers Supplement .....	Appendix F
Harassment of Steward(s).....	29
Harassment/Bullying of Teacher(s) .....	6 K
Hardship Transfers .....	25 C 4
Hazardous/Unsafe Conditions .....	7 A
Health and Safety .....	7
Health/Safety and Air Quality Committee .....	7 F
Health/Safety Component.....	7 G
Holidays/Taking Personal Time.....	23 A 2
Hospital/Homebound Internet Access .....	8 B
Hourly Rate/Salary .....	19 G
I.D./Parking Passes .....	29 U
Illness-In-Line-of-Duty .....	23 B

Subject	Article/Section
Immediately Hazardous, Dangerous, or Infectious Conditions .....	7 A 2
Incentive Awards (Achievement Incentive Pay) .....	21, Appendix E
Advanced Incentive Award.....	21 B, Appendix E
Basic Incentive Award .....	21 A, Appendix E
Inclusion.....	35
Inclusion to Contract .....	2
Inclusion Volunteer Teachers .....	35 C
Individual Contract .....	30 D
Informal Discussion of Grievance .....	34 C
Information and Reports .....	29 E
In-service, Voluntary/Stipend Rate .....	19 R
Instructional Personnel Assessment System (IPAS).....	Appendix G
Insults .....	6 K
Insurance .....	22
Insurance Advisory Committee, Superintendent .....	22 B 1 a
Insurance, Continuing Coverage while on leave .....	23 L
Insurance, New Employees.....	22 B 2
Insurance, Opt-Out.....	22 B 4
International Baccalaureate (IB) Training .....	4F
Internet Access .....	8 B
Interruptions to Teaching.....	5 O
Investigation of Employees .....	18 B 3
Investigative File .....	18 D 4
Involuntary Assignments.....	4 D
Involuntary Transfers/Surplus.....	25 D
Itinerant Teachers Internet Access .....	8 B
Job Descriptions .....	6 I
Jury Duty .....	23 F
Just Cause .....	18 B 1 a
Labor Management Committee.....	30 G
Labor/Management Meeting .....	7 H, 29 L
Labor/Management Meetings, Reimbursement for Mileage, Tolls and Parking.....	19 I
Layoff/Recall.....	26 A,B
Leave of Absence for Professional Enhancement .....	23 J
Leave, Continuing Insurance while on.....	23 L
Leave, Returning early from .....	23 M
Leaves.....	23
Leave, Sabbatical .....	21 C
Leave, Teaching Position while on .....	23 L
Legal Commitments .....	23 F

Subject	Article/Section
Legality, Contract Provisions .....	30 B
Length of Leave .....	23 M
Length of Office for Faculty Council.....	17 D
Length of Workday .....	5 E
Lesson Plans .....	5 S
Liability Insurance .....	22 D
Low Performing Schools Incentive .....	19 A
Maintenance of Sick Leave Bank .....	23 R 5
Management Rights & Responsibilities of the School District.....	31
Materials.....	8 B
Materials/Storage .....	5 B
Maternity Leave .....	23 K
Media Center .....	8 D
Medical Procedures .....	7 I
Meetings, BTU .....	29 J
Meetings for Faculty Council.....	17 E
Membership Pins .....	29 M
Mileage/Parking/Tolls Reimbursement .....	19 I
Military Reserve Leave.....	23 H
Military Service .....	19 B
Military Service Status, Active .....	23 I
Miscellaneous .....	30
Modify Contract Language through MOU.....	3 I
Montessori Training .....	4F
Multi-Grade Teaching Assignments .....	10 H
Musical Performances .....	19 K
National Board for Professional Teaching Standards (NBPTS) .....	15 J
Negotiations, Commencement of .....	36 B
New Educator Professional Improvement Supplement .....	Appendix E
New Schools, Filling Vacancies.....	25 F
New Student to District.....	35 B
New Teacher Orientation Program .....	5 V
No Child Left Behind Act.....	Appendix J
No Strike.....	32
Notice of Election Day .....	15 G 4
Notice of Openings .....	20 B
Notices, Content of.....	20 C
Notification, Substitute .....	6 B
Notification to Employees of Personnel File.....	18 D 5
Number of Personnel Files.....	18 D 1
Number of Student Teachers .....	16 B



Subject	Article/Section
Off-Street Parking .....	5 H
Official Grievance Form.....	Appendix B
Open House .....	6 L
Optimal Time Usage.....	10 E
Opt-Out of Insurance .....	22 B 4
Orientation, New Teacher.....	5 W
Other Experience Credit.....	19 H
Overpayments in Paycheck .....	19 Q 2,3
Paid Leave Days.....	29 P
Paperwork Reduction .....	12
Establishment.....	12 A
Composition.....	12 C
Faculty Council/Paperwork.....	12 G
Form Control Report .....	12 F
Purpose .....	12 B
Recommendations of Data Collection Review Committee .....	12 H
Responsibilities.....	12 D
Term.....	12 C
Written Recommendations .....	12 E
Parking Reimbursement.....	19 I
Parking/I.D. Passes .....	29 U
Parking, Off-street.....	5 H
Participation, Voluntary .....	19 M
Parties Commitment .....	30 A
Pay for Performance Salary Schedule .....	Appendix E
Paycheck, Errors in.....	19 Q
Payments, Salary .....	19 N
Payroll Dues Deduction/Other Deductions.....	29 H
Performance Development Plans .....	18 E 5
Personal Property Reimbursement.....	22 H 1
Personal Reasons Leave .....	23 A 2, 23 K
Personal Time Taken near holiday.....	23 A 2
Personnel, Reduction in .....	26
Personnel File - Access and Security .....	18 D
Personal or Maternity Leave .....	23 K
Physical Examinations .....	6 A
Placement Review Committee .....	11 P
Planning Days-Meetings.....	5 L
Planning Days, Use of .....	5 M
Planning Period, Stewards.....	5 X
Planning Time/Preparation of Conference Time.....	10
Policy Rules .....	30 C

Subject	Article/Section
Political Activity .....	14
Political Action .....	14 A
Political Coercion .....	14 C
Political Materials.....	14 B
Pool Days.....	29 P
Posting of Notices.....	29 C
Posting of Positions .....	20 A
Positing of Vacancies.....	25 B 5
Position Assistance .....	25 D 4
Potentially Unsafe/Unhealthy Conditions .....	7 A 1
Preamble.....	1
Preference of Applicants .....	20 G
Premium Amount, Insurance .....	22 B
Primary Responsibility of Teachers.....	5 A
Printing Costs .....	30 E
Probationary Period.....	18 B 1 b
Procedures to Correct Misbehavior .....	11 M
Procedures to Fill Vacancies at New Schools.....	25 F
Professional Compensation .....	19
Professional Development Activities.....	5 L 4
Professional Development, Customized Activities on Early Release/Planning Days	5 L 6
Professional Development Flexibility.....	5 L 3
Professional Development, School Improvement Plan (SIP).....	5 L 7
Professional Development Team .....	5 L 5
Professional Improvement Leave.....	23 J
Professional Learning Communities (PLCs).....	Appendix N
Professional Leave to Attend Summer School .....	23 G
Professional Sabbatical Leave.....	23 U
Professional Qualifications and Assignments.....	4
Profit-Sharing Funds, Insurance .....	22 B 3
Progressive Discipline .....	18 B 1 a
Promotional and Supplementary Pay Openings .....	20
Psychologists Information .....	8 F
Public Office, Elected to .....	23 N
Purpose of Faculty Council.....	17 B
Qualifications.....	20 F
Qualifications for Supplementary Pay Positions.....	19 F 2
Qualifications to be a Supervising Teacher .....	16 A
Qualified Employees.....	20 D
Race to the Top (RTTT) .....	31 D
Rate Increase .....	22 G

Subject	Article/Section
Reassignments & Transfers.....	25
Recall/Layoff.....	26 A,B
Recess, Elementary Schools .....	5 A
Recognition .....	2
Recommendation for Dismissal .....	18 B 4
Reconciliation/Intervention Team.....	15 D
Reconstitution Process .....	Appendix K
Reduction by Seniority .....	25 D 2
Reduction in Paperwork .....	12
Reduction in Personnel .....	26
Reemployment of Annual Contract Employees.....	18 C
Reference Materials.....	8 A
Referral Form, District Standard .....	11 G
Refuse to sign documents .....	18 B 6
Registration .....	5 T
Reimbursement to Employees .....	11 N, 22 H
Release Time for Department Chairpersons, Curriculum Councils, and Professional Development Council.....	9 B
Release Time for Stewards, Early Release Days .....	29 D
Release Time for Union Meetings.....	29 Y
Relief Period.....	5 J
Removal of Student.....	11 P
Replacement Teacher .....	23 P
Representation, Union .....	18 A
Reprisal to Employees .....	34 H
Reporting Incidents.....	11 K
Filing Charges.....	11 L
Reports and Information .....	29 E
Reports at Faculty Meetings .....	29 K
Request for Transfer (Form).....	Appendix C
Restrictions for use of equipment .....	8 C
Retirement Qualification .....	26 C
Returning Early From Leave.....	23 M
Return Transfers.....	25 C 4
Review of Personnel File .....	18 D 6
Rights, Employee .....	18 B
Rights, Union.....	29
Roster of Bargaining Unit.....	29 T
Sabbatical Committee .....	23 D 12
Sabbatical Leave .....	21 C, 23 D, 23 U
Safety Equipment.....	7 B
Safety/Health/Air Quality Committee .....	7 F

Subject	Article/Section
Salary Adjustments.....	19 D
Salary/Hourly Rate .....	19 G
Salary Payments .....	19 N
Salary Schedule .....	19 A, Appendix E
School Advisory Council (SAC) .....	15 F
School Assignments (Employee’s Children) .....	19 U
School Budget for Faculty Council .....	17 B
School Calendar.....	27
School Closings, Emergency.....	28
School Facilities .....	7 C
School Improvement Funding.....	15 F 4
School Improvement Grant (SIG) .....	31 D
School Improvement Plan (SIP).....	15 F 3
School Improvement Plan (SIP), Goals, Professional Development.....	5 L 7
School Schedules .....	15 K
School Visitation & Meetings, BTU .....	29 J
Secondary Preparation/Conference Time.....	10 C
Seclusion and Restraint of Children with Disabilities.....	Appendix M
Secret Ballot Vote.....	15 G 3
Secretarial Services .....	6 M
Selection of Department Chairpersons, Grade Level Chairpersons, and Team Leaders .....	9 A
Selection of SAC.....	15 F
Seniority .....	3 E
Seniority, Assigned by.....	25 D 3
Seniority, Reduction by .....	25 D 2
Shared Governance.....	15 E
Sick Leave.....	23 A
Sick Leave accumulated in other Florida Districts .....	23 A 1
Sick Leave Bank.....	23 R
Sick Leave Buy Back.....	21 D
Sick Leave Committee .....	23 R 3
Sick Leave, Donation to a family member .....	23 V
Sick Leave, Use of .....	23 A 4
Sign Out Sheets .....	6 P
6 <sup>th</sup> Period Pay.....	19 G 2
Sole Bargaining Agent .....	29 R
Special Activities .....	19 K
Special Assistance.....	11 J
Special Program Experience .....	19 H
Special Subject Teachers.....	10 G
Special Teaching Assignments.....	4F
Special Transfers .....	25 C 4

BTU INDEX

Page 13 of 15

Subject	Article/Section
State Convention.....	29 N
Steward Designation .....	Appendix H
Steward List.....	29 V
Stewards' Planning Period .....	5 X
Steward Release Days .....	29 D
Steward, Signature after election.....	5 G 6
Steward Super-seniority.....	6 F 4, 25 D 6, 29 W
Stipends .....	19 C,R
Storage/Materials .....	5 B
Straight Leveling Model, Insurance.....	22 B 1 c
Student Discipline .....	11
Strategies to improve.....	11 J
Student Discipline File .....	11 I
Student Discipline Plan.....	11 F
Faculty Vote.....	11 E 4
Student Referral Form.....	Appendix D
Student Removal & Placement Review Committee .....	11 P
Students placed with volunteer teachers .....	35 C
Student Teachers, Number of.....	16 B
Student Teacher used as a substitute .....	16 C
Student Teaching Assignments .....	16
Submission of Grades .....	8 E
Subpoena .....	23 F
Substitute Notification .....	6 B
Substitutes .....	6 C
Substitute Status Changed to Full Time Employee .....	19 E
Summer Paychecks/Contractual Pay .....	19 N 2
Summer Savings Account .....	19 N 3
Summer School Agreement .....	30 F
Summer School Employment .....	6 F
Summer School Employment Qualifications .....	6 F 3
Summer School, Professional Leave to attend.....	23 G
Superintendent Approval for Special Transfers .....	25 C 5
Superintendent's Insurance Advisory Committee.....	22 B 1 a
Super-seniority for Stewards .....	29 W
Supervision of Employees.....	6 H
Supervisory Duties.....	6 G
Supervisory Teacher, Qualifications to be.....	16 A
Supplementary Pay Positions .....	19 F
Supplementary Pay Schedule .....	Appendix F
Surplus/Involuntary Transfers.....	25 D
Task Assignment Supplement .....	19 K

Subject	Article/Section
TDA's and Substitute Notification.....	6 B
Teacher Corp Training Program.....	Appendix I
Teacher Directed Improvement Fund (TDIF) .....	23 D 17
Teacher Evaluations.....	Appendix O
Teacher Orientation Program, New .....	5 W
Teacher Planning Days.....	5 KL
Teacher's Primary Responsibility .....	5 A
Teaching Assignments.....	4 B
Teaching Assignments, Alternative .....	10 G
Teaching Experience, Credit for .....	19 E
Teaching, Interruptions to .....	5 O
Teaching Position While On Leave .....	23 L
Teaching Stations .....	5 C, 10 E
Team Leaders.....	9
Telephones.....	5 G
Temporary Duty Leave .....	23 E
Tentative Assignments .....	4 C
Testing Materials (Adequate & Appropriate) .....	8 B
Terminal Pay.....	23 A 5
Terms of Agreement .....	36
Threats of Violence, Reporting.....	11 K 2
Time Frame for Waivers .....	15 G 2
Time Limits of grievances .....	34 F
Tolls, Reimbursement for .....	19 I
Tools for Schools Program .....	7 J
Trade Organization Membership.....	6 N
Training (Accountability) .....	15 C
Training Plan .....	35 A
Transfer Window .....	25 C 3
Transfer to Low Performing School Incentive .....	19 A
Transfers and Reassignments .....	25
Transition Team.....	15 H
Travel Reimbursement .....	19 J
Typing/Copying Equipment .....	8 C
Underpayments in Paycheck .....	19 Q 1
Union Leave .....	29 O
Union Meetings, Release time.....	29 Y
Union Representation .....	18 A
Union Rights.....	29
Unsafe/Hazardous Conditions .....	7 A
Use of Planning Days .....	5 M
Use of Sick Leave .....	23 A 4

BTU INDEX  
Page 15 of 15

<u>Subject</u>	<u>Article/Section</u>
Vacancies at New School, Procedures to Fill .....	25 F
Vandalism, Automobile Reimbursement .....	22 H 2
Vending Machines.....	5 P
Verification of Course Completion .....	19 D
Verification of Leave .....	23 C
Virtual Schools Program Calendar.....	27 B
Visitation, BTU .....	29 J
Vocational Education .....	4 A
Voluntary In-service/Stipend Rate .....	19 R
Voluntary Participation .....	19 M
Voluntary Transfers, Delay of.....	25 C 6
Voting Procedure, Challenge.....	15 G 5
Waiver to grievance .....	34 K
Waivers .....	15 G
Waivers, Secret Ballot Vote.....	15 G 3
Waivers, Time Frame.....	15 G 2
Wireless Internet Card .....	8 B
Withdrawal Rights and Procedures (Sick Leave Bank).....	23 R 4
Workday, Length.....	5 E
Workshops.....	19 R 2
Written Notice of Status .....	20 H
Written Statement.....	11 H
Year Round Pay .....	19 N 1