

AGREEMENT
by and between
HIGHLINE SCHOOL DISTRICT NO. 401
and
PUBLIC, PROFESSIONAL & OFFICE-CLERICAL EMPLOYEES AND DRIVERS
LOCAL UNION NO. 763

September 01, 2013 through August 31, 2016

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
ARTICLE I	UNION RECOGNITION	1
ARTICLE II	UNION MEMBERSHIP.....	1
ARTICLE III	UNION RIGHTS	3
ARTICLE IV	MANAGEMENT RIGHTS	4
ARTICLE V	HOURS OF WORK AND MINIMUM GUARANTEES.....	5
ARTICLE VI	OVERTIME	8
ARTICLE VII	SENIORITY, PROBATION PERIOD, LAYOFF AND RECALL.....	9
ARTICLE VIII	WAGES.....	11
ARTICLE IX	HOLIDAYS.....	11
ARTICLE X	LEAVES AND VACATION.....	12
ARTICLE XI	HEALTH AND WELFARE AND RETIREMENT	17
ARTICLE XII	MISCELLANEOUS.....	19
ARTICLE XIII	SEVERANCE OF EMPLOYMENT	20
ARTICLE XIV	GRIEVANCE PROCEDURE	21
ARTICLE XV	SAVINGS CLAUSE	23
ARTICLE XVI	DURATION CLAUSE	23
APPENDIX "A"	CLASSIFICATIONS AND RATES OF PAY	24
	MEMORANDUM OF UNDERSTANDING MENTAL HEALTH FITNESS FOR DUTY	26