Recommended CBA Format

Article I – Introduction

A. Parties
B. Recognition Clause/Composition of Bargaining Unit
C. Definitions
D. Contract Interpretation Provisions (optional)
E. Permissible Non-subject Provisions (optional)

Article II – Salary/Wages

A. Compensation Plan
    1. Salary Range
    2. Compensation Plan
B. Other Permissible Salary Items (optional)
C. Ancillary Duty Pay (optional)
D. Co-Curricular and Extra-Curricular Activity Pay Schedule

Article III - Wage/Salary-Related Fringe Benefits

A. Leaves
B. Insurance
C. Retirement Benefits
D. Other Permissible Wage/Salary Related Fringe Benefits

Article IV - Grievance Procedure (optional)

Article V - CBA Term & Ratification Section

APPENDIX