

**ARTICLE 16
CONCLUSION**

16.1 Savings Provisions

16.1.1 If any provision of this Agreement or any application thereof to any unit member is held by the legislature, a court of competent jurisdiction or administrative agency to be contrary to law, then such provision or application will be deemed invalid to the extent required by such decision, but all other provisions or applications shall continue in full force and effect. Should a provision or application be deemed invalid, the parties shall meet within ten(10) days of the request of either party to renegotiate the provisions and/or application(s) affected.

16.2 Maintenance of Benefits

16.2.1 The District agrees not to change officially adopted personnel policies within the scope of representation, but not included in the Agreement, without negotiating with the Association. The District shall not reduce or eliminate any benefits within the scope of representation or included in the current contract during the term of this Agreement.

16.3 Support of Agreement

16.3.1 The Association hereby agrees that neither it nor its agents shall initiate or participate in any strike in this District during the life of this Agreement. In the event of any strike by unit members, the Association and its agents will do everything reasonably within their power to end or avert the same. The foregoing shall apply to requests from other organizations to engage in any strike in the District.

16.4 Term of Agreement

16.4.1 This Agreement shall become effective upon ratification, following approval by the Board of Trustees, and shall continue in effect to and including June 15, 2018 **2021**. Each party may reopen Article 2, Compensation, plus one(1) other article designated by the party for negotiations for the ~~2017-2018~~ **2019-2020 and 2020-2021** school years. The limitation of paragraph 16.5.1.2 does not apply to this provision.

16.5 Completion of Negotiations

16.5.1 This Agreement represents complete collective bargaining and full agreement by the parties in respect to wages, hours of employment, and other terms and conditions of employment which shall prevail during its term. This Agreement supersedes and replaces the ~~2013-2015~~ **2015-2018** Collective Bargaining Agreement.

16.5.1.1 It is understood and agreed that the specific provisions contained in this Agreement are a true and precise representation of all agreements reached by the parties during this round of meet and negotiation.

16.5.1.2 During the period from the ratification of this agreement until June 30, 2018 **2021**, the Parties expressly waive and relinquish the right to meet and negotiate and agree that they shall not be obligated to meet and negotiate with respect to any subject or matter whether or not referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both the District or the Association at the time they met

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and negotiated on and executed this Agreement, and even though such subjects or matters were proposed and later withdrawn, except as provided for elsewhere in this Agreement.

16.5.1.3 If there are items of mutual concern, the District and the Association may, by mutual consent, meet and negotiate with the intent to modify existing articles, add additional articles to, or delete articles from this Agreement.