TA: 5/21/25

5/21/25

II. STATUS OF AGREEMENT

A. This Agreement will modify or replace any policies, rules, regulations, procedures or practices of the District that are contrary or inconsistent with its terms. It is recognized that school reform and other developments may generate proposals for changes in school structures or procedures that conflict with the Agreement. In such case, the District representative and the Association representative responsible for contract management will meet informally in an attempt to resolve the conflict. Solution options may include, but are not limited to, temporary suspensions of contract language, contract modifications and pilot projects for exploring new programs or procedures. When necessary, the issue may be referred to the bargaining teams in writing. The Association agrees that if it does not file a demand to bargain with the District within fourteen (14) days of the written notification, the Association waives its right to bargain over the change or the impact of the change identified in the notice. The parties will encourage employees, administrators and community members to provide information and ideas relative to the issue as they seek resolution.

B. If any provision of this Agreement is held to be invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by any such tribunal, the remainder of the Agreement will not be affected thereby, and upon the request of either the Board or the Association the parties will enter ~~into~~ negotiations pursuant to ORS 243.702 for the purpose of attempting to arrive at a mutually satisfactory replacement for such provision.

C. There will be two (2) signed copies of the final Agreement for the purpose of records. One (1) will be retained by the District and one (1) by the Association. The Board agrees to strive to duplicate sufficient copies of this Agreement for all employed licensed staff members and agrees to deliver those copies to the Association for distribution to licensed staff members within forty-five (45) days of ratification of this Agreement by both parties. The District will post the current bargaining agreement and any Memorandums of Agreement (MOAs) on the Human Resources department website.

D. The District and Association agree to convene monthly Contract Maintenance meetings for the purpose of discussing matters concerning employment relations. Agenda items for the monthly Contract Maintenance meetings shall be submitted to each party no later than 5:00pm on the business day prior to the meeting so that each party may have an appropriate amount of time to prepare for the meeting.

Contract Maintenance meetings may be cancelled or rescheduled only by mutual agreement of the District and the Association.

TA: [signature] 5/21/25

SEA Counterproposal 5/21/25

[signature] 5/21/25

XXIII. VOLUNTARY EARLY RETIREMENT

AGREE TO REMOVE THIS ARTICLE AS LONG AS THE INSURANCE SECTION MOVES INTO INSURANCE AS IT HAS BEEN PROPOSED.

Agree to TA this article.