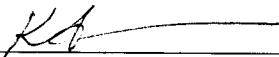


**BEST AND FINAL
BOARD PROPOSAL
September 23, 2025**

ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2027~~ June 30, 2028 and shall be renewed automatically from year to year thereafter unless written notice to modify or amend is given by either party at least ninety (90) days before the aforementioned expiration date. In the event such notice is given, negotiations shall commence within a reasonable time after notification.
2. During any reopening of negotiations for changes to take effect during the term of the Agreement, the existing provisions of the Agreement shall remain in full force and effect until modified sections are executed.
3. This agreement may be reopened upon request of either party if any item is affected by legislature or by mutual consent of both parties.
4. This Agreement may be reopened for the ~~2025-2026~~ 2026-2027 and 2027-2028 school years and each subsequent school year on Article XI, Addendum A, salaries, items affected by legislation, mutual consent of both parties, and all currently established Memorandums of Understanding. The Union and the Board may each select a total of three (3) additional items to reopen for negotiations.
5. The agreements contained herein constitute the full and complete Agreement between the Union and the Board and shall not be changed, altered, modified, or amended by either party except as provided in paragraphs 2 and 3 above.

END OF ARTICLE XIII



For the Board

9/23/25

Date



For the Union

9/23/25

Date