

# MUTUAL PROPOSAL

## INSTRUCTIONAL NEGOTIATIONS 2023-2024

### MEMORANDUM OF UNDERSTANDING

#### DURATION AND CONTRACT EDITS/CORRECTIONS

7/12/2023

The parties agree to return to a rolling three-year agreement at the close of the 2023-2024 contract negotiation effective with the signing of this MOU. It is not the intent of either party to this agreement to initiate an “open book” for the 2024-2025 school year or any subsequent school year. The duration language for 2023-2024 will contain the following language which has been the status quo between the parties for more than 20 years:

1. This Agreement shall remain in full force and effect until midnight, ~~June 30, 2025~~, June 30, 2026, 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 2024-2025, and 2025-2026 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.

Following the conclusion of negotiations for the 2023-2024 school year, the Board and Union agree to immediately begin the process of editorial, grammatical, and/or out-of-date language changes to the Instructional Contract. Both parties agree that these editorial changes are necessary and overdue. Therefore, the parties agree to meet as a committee during the month following the close of this agreement to develop an interest-based process for the editorial corrections. The committee shall consist of three members selected by the Board and three members selected by the Union. The selected members shall have the authority to enter into an agreement for the necessary changes. Additionally, the described process is not intended to function as a substitute for any item or language that would otherwise be the subject of negotiations.

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For the Board

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Date

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For the Union

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Date