Best and Final

BOARD ECONOMIC COUNTERPROPOSAL #3

December 13, 2017

INSTRUCTIONAL ECONOMIC PROPOSAL 2017-2018

The grandfathered pay plan and performance pay plan shall refer to the grandfathered salary schedule and performance salary schedule required by Florida Statute 1012.22. A teacher on an annual contract as of July 1, 2014, shall be automatically placed on the performance pay plan described in this proposal. A teacher on continuing contract or professional services contract will be placed on the grandfathered pay plan as described in this proposal as the default. These employees may opt into the performance pay plan if they affirmatively elect to do so and relinquish their continuing contract or professional services contract and agree to be employed on annual contract, as required by law. An employee who relinquishes his/her continuing contract or professional services contract may not return to the grandfathered pay plan or his/her continuing contract or professional services contract. Accordingly, the Board and Union have agreed to the following:

1. Salaries
   A. Salary Schedules
      1. Salary increases for 2017-2018 will be in compliance with Florida Statute 1012.22 and will be paid according to the performance pay plan and grandfathered plan as described in this proposal.
      2. $3,025,560 $1,617,242 will be provided for total instructional salary increases. One half of this amount, $1,512,780, $808,621, will be provided for instructional employees to receive a cost of living increase of point six two five (.625%) three seven five (375%) of their current base pay, exclusive of all supplements. Instructional employees with an instructional seniority date before June 1, 2017 will be eligible for the cost of living increase described in this paragraph.
      3. The following formula will be used to determine the distribution of the remaining $808,621 an additional $250,382 to which will be made available for instructional salary increases pursuant to the performance pay plan and grandfathered pay plan.
         a. Define the number of teachers in each base category: Grandfather (GF), PFP Effective (E), PFP Highly Effective (HE). Grandfather equals 1 salary factor; PFP Effective equals 1 salary factor and PFP Highly Effective equals 1.33 salary factors.
         b. For the 2017-2018 school year, summative evaluations for 2015-2016 shall be used to determine whether a teacher on the performance pay plan is Effective or Highly Effective. Teachers who are on the performance pay plan who received less than an Effective summative evaluation for 2015-2016 will not be eligible for an increase in salary under the performance pay plan. Teachers who are on the performance pay plan who did not receive a summative evaluation for 2015-2016 will receive one half of the grandfathered salary factor increase if they worked sufficient days in 2016-2017 to have met the year of service requirement. Teachers who are on the performance pay plan will receive the appropriate increase for earning Highly Effective or Effective as described above if they worked sufficient days in 2016-2017 to have met the year of service requirement. Teachers who are on the grandfathered pay plan will receive the grandfathered salary factor increase if they worked sufficient dates in 2016-2017 to have met the year of service requirement.
         c. Multiply the number of teachers in each category by the corresponding factor.
         d. Divide the total amount of funds available by the total teacher factor.
         e. Multiply the amount determined by the factor for each category to determine salary increase.

<table>
<thead>
<tr>
<th>Base Categories</th>
<th>Salary Factor/Share Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>PFP if worked sufficient days</td>
<td>.5</td>
</tr>
<tr>
<td>but no 15-16 evaluation</td>
<td></td>
</tr>
<tr>
<td>Grandfathered</td>
<td>1.321</td>
</tr>
<tr>
<td>PFP Effective</td>
<td>1</td>
</tr>
<tr>
<td>PFP Highly Effective</td>
<td>1.33</td>
</tr>
</tbody>
</table>
4. **Eligible instructional staff will also receive a scholarship under section 1012.731, Florida Statutes (F.S.). The Florida Best and Brightest Teacher Scholarship Program.** Any teacher whose summative evaluation for the 2016-2017 school year reflected a rating of "highly effective" shall receive a scholarship of $1,200. Any teacher whose summative evaluation for the 2016-2017 school year reflected a rating of "effective" shall receive a scholarship of up to $800. The amounts of these scholarships are completely dependent on state funding, and the amounts are subject to change based on the funds dispersed by the state on or before February 1, 2018. The scholarship amounts listed in this proposal are the gross amounts of the scholarships, prior to any employer or employee withholdings (federal income tax, social security, etc.). In addition, the District will provide up to $585,183 from non-recurring funds to match the final scholarship amounts for instructional staff members that are excluded from the State scholarship program, but otherwise meet the eligibility criteria.

5. The District will cover the cost of additional required contributions to the Florida Retirement System. The District will also continue to provide $250,000 for non-recurring one-time supplements for teachers who meet the criteria for differentiated pay categories. Teachers will be eligible for this supplement provided they are employed in Title One eligible or DDD/F schools or are employed and properly certified in critical shortage subject areas as defined by the District from October 1, 2017 - April 30, 2018. For the 2017-2018 school year, Critical Shortage for the purposes of differentiated pay is defined as: School Psychologist, Speech Language Pathologist, Teacher - Autism Spectrum Disorder, Teacher - Emotionally Behaviorally Disabled, Teacher - Health Public Service Occupations Education, Teacher - High School Math, Teacher - High School Science, Teacher - Middle School Math, Teacher - Technology Education, Certified School Counselor: Elementary, Middle and High School - Varying Exceptionalities.

Teachers are eligible to receive a supplement meeting the criteria for Title One eligible or DDD/F but not both. Teachers on the performance pay plan and grandfathered plan are eligible for these supplements.

**Differentiated Pay Categories/Supplements**
- Title One eligible or DDD/F
- Critical Shortage

6. The placement schedules contained in Addendum A will be used to place instructional employees hired on or after July 1, 2017, onto the instructional salary range.

7. Following the ratification of this agreement and processing of the salary increases outlined above, all teachers will be provided a copy of their contract that will reflect their base salary for the 2017-2018 year.

8. **Instructional employees hired after July 1, 2018, will be paid year round on the 26-pay cycle. Those hired before July 1, 2018, will have the option of remaining on the 22-pay cycle with a lump sum payment at the end of the school year or may choose to enter the year round 26-pay cycle. When an employee moves to a 26-pay cycle, he/she will remain on the year round 26-pay cycle and may not opt back into the 22-pay cycle.**

B. Except as otherwise noted, supplement schedule amounts will remain the same as during the 2016-2017 school year.

C. The payment and increases shown above will be provided retroactively to July 1, 2017, for current bargaining unit members employed on the date of Board ratification. However, such increases will not be provided to bargaining unit members who left the District prior to Board ratification for any reason other than retirement.

D. In addition, should the District's budgetary status improve during the 2017-2018 school year, the Board and the Union agree to meet to examine the possibility of compensation improvement.

---

2. **Additional Compensation for Secondary Teachers Providing an Additional Period of Instruction**
For the 2017-2018 school year, teachers who agree to provide an additional period of instruction beyond what is expected of other teachers at his/her school shall continue to be paid a supplement of $5,000 annually, or $2,500 on a semester basis. Full time teachers at Marchman Technical College, except those employed prior to July 1, 1997, shall receive this supplement.

3. **Fingerprint Retention Fees**
The Board will continue to pay fingerprint retention fees for teachers, estimated to be $33,960 for the 2017-2018 school year.

4. Fringe Benefits
The Board agrees to contribute $6785.00 (an increase of $142.02) per eligible employee, toward the cost of the health insurance benefits package for the 2018 insurance plan year.

The Board’s contribution will be used to pay those premiums associated with the fully-insured benefits contained in the health insurance benefit package, to pay all claims and administrative costs incurred and associated with the self-insured benefits contained in the health insurance benefit package, and to contribute towards the insurance reserve account for the self-insured benefits contained in the health insurance benefit package. For the 2017-2018 school year, the District will continue to offer the annual health risk assessment incentive of up to $250 per employee.

Should there be any surplus once the District has set aside funds to pay all fully insured premiums, all self-insured incurred claims, all administrative costs associated with the health insurance benefits package, and funded the insurance reserve/surplus account to the level identified by the District Insurance Committee, then such surplus will be placed in the insurance reserve/surplus account and applied towards the insurance costs and/or reserve for the 2019 plan year. Should increases in costs for the products and services contained in the health insurance benefit package require an additional District contribution in excess of the operating dollars budgeted for the 2018 benefit year, the Board and the Union will meet to decide how to balance any such deficit.

In addition, the alternative “opt-out” program shall be provided to bargaining unit members with existing coverage who do not choose one of the Board-approved health insurance plans. The amount of this “opt-out” will be $1,200.

Effective with the 2013-2014 school year, employees receiving the District’s health insurance benefit package who terminate employment after working through the final day of his/her respective work calendar shall continue to receive Board contributions towards his/her health insurance benefit package through the end of August of that plan year.

Processing Pay Increases in Anticipation of Ratification

It is the District’s and Union’s goal for employee pay increases to be paid as soon as possible; therefore, the District and Union agree to process pay increases upon execution of the Tentative Agreement but prior to anticipated ratification. If the bargaining unit does not ratify the 2017-2018 contract, the District and Union agree that the District will collect pay increases paid to employees in anticipation of ratification in the next pay period, unless the District and Union agree otherwise.

For the Board

Valerie Brandt

For the Union

12/13/17

Date
Best and Final

BOARD ECONOMIC COUNTERPROPOSAL #3
December 13, 2017

ADDENDUM A

INSTRUCTIONAL SALARIES

Rules Governing Instructional Salaries

1. Instructional Salaries
   a. Instructional Pay Plans
      Instructional Pay Plans - All teachers shall be paid according to the applicable performance pay or
grandfathered pay plans, established by the economic proposal of this agreement and the rules
governing its application. Both plans utilize the Instructional Salary Range, which consists of a
minimum and maximum base salary. The attached placement schedule will be used to establish the
starting salary for teachers hired on or after July 1, 2017.
   b. -j. - Same.

2. Differentiated Pay - Same.

3. Teaching/Related Creditable Work Experience - Same.

4. Advanced Degree/18 Hour Credit - Same.

5. Full Year of Experience - Same.

6. Pay Dates
   For the 2017-2018 school year, all instructional employees shall be paid in twenty-six (26) equal installments.
Teachers and school psychologists on a 196 day contract shall receive their first paycheck on August 25, 2017,
August 26, 2016 and subsequent paychecks will be issued at two (2) week intervals thereafter and five (5)
paychecks on May 30, 2018 May 31, 2017. All teachers and school psychologists on a 196 day contract will
receive a sixth (6th) paycheck on June 13, 2018 June 14, 2017, less any unpaid leave time from the final pay
period. Instructional employees who work 206 days shall receive their first paycheck on August 25, 2017 26,
2016, and all subsequent paychecks at two (2) week intervals thereafter, and will receive five (5) paychecks,
including the final, on June 15, 2018 16, 2017. Instructional employees who work 216 days will receive their first

5. Termination Pay Dates - Same.

6. Daily Rate Calculation - Same.

9. Hourly Rate Calculation - Same.

10. Marchman 1.2 Salary Rate - Same.

11. James Irvin Education Center, Harry Schwettman Education Center, and Achieve Centers of Pasco -
Same.

12. Teachers Providing an Additional Period of Instruction - Same.

END OF ADDENDUM A
<table>
<thead>
<tr>
<th>Best and Final</th>
<th>ADDENDUM A-1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student supervision (voluntary, non-instructional time outside of contract hours)</strong></td>
<td>$15.00 per hour</td>
</tr>
<tr>
<td><strong>Attending focus groups</strong></td>
<td>$14.75 per hour. Effective July 1, 2015, $15.00 per hour.</td>
</tr>
<tr>
<td><strong>Training participation</strong></td>
<td>$14.75 per hour. Effective July 1, 2015, $15.00 per hour.</td>
</tr>
<tr>
<td><strong>Attending user groups</strong></td>
<td>$14.75 per hour. Effective July 1, 2015, $15.00 per hour.</td>
</tr>
<tr>
<td><strong>Attend vendor demonstrations</strong></td>
<td>$14.75 per hour. Effective July 1, 2015, $15.00 per hour.</td>
</tr>
<tr>
<td><strong>Training delivery and facilitation (includes development)</strong></td>
<td>Instructors shall receive one and one-half (1 1/2) times their regular hourly rate of pay except those provided for advanced degrees for each meeting hour taught.</td>
</tr>
<tr>
<td><strong>Training development (no facilitation)</strong></td>
<td>$18.00 per hour</td>
</tr>
<tr>
<td><strong>Evaluations (outside of contracted days)</strong></td>
<td>Hourly Rate, exclusive of all supplements except those provided for advanced degrees</td>
</tr>
<tr>
<td><strong>Head Start Program Requirements</strong></td>
<td>Hourly Rate, exclusive of all supplements except those provided for advanced degrees</td>
</tr>
<tr>
<td><strong>IEPs (outside of contracted days)</strong></td>
<td>Hourly Rate, exclusive of all supplements except those provided for advanced degrees</td>
</tr>
<tr>
<td><strong>Screenings (outside of contracted days)</strong></td>
<td>Hourly Rate, exclusive of all supplements except those provided for advanced degrees</td>
</tr>
<tr>
<td><strong>Servicing Equipment (Job-related, outside of contracted days)</strong></td>
<td>Hourly Rate, exclusive of all supplements except those provided for advanced degrees</td>
</tr>
<tr>
<td><strong>Staffings (outside of contracted days)</strong></td>
<td>Hourly Rate, exclusive of all supplements except those provided for advanced degrees</td>
</tr>
<tr>
<td><strong>ESE Testing (outside of contracted days)</strong></td>
<td>Hourly Rate, exclusive of all supplements except those provided for advanced degrees</td>
</tr>
<tr>
<td><strong>Bid evaluations</strong></td>
<td>$18.00 per hour</td>
</tr>
<tr>
<td><strong>Curriculum development</strong></td>
<td>$18.00 per hour</td>
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<tr>
<td><strong>Curriculum mapping</strong></td>
<td>$18.00 per hour</td>
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<tr>
<td><strong>Curriculum revision</strong></td>
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<tr>
<td><strong>Manual revisions</strong></td>
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<tr>
<td><strong>Procedure development</strong></td>
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<tr>
<td><strong>Program development</strong></td>
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<tr>
<td><strong>Test blueprints</strong></td>
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<tr>
<td><strong>Test development</strong></td>
<td>$18.00 per hour</td>
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<tr>
<td><strong>Test review</strong></td>
<td>$18.00 per hour</td>
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<tr>
<td><strong>Item writing</strong></td>
<td>$25.00 per approved item</td>
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<tr>
<td><strong>Item review</strong></td>
<td>$5.00 per item</td>
</tr>
<tr>
<td><strong>Teachers working during a declared emergency</strong></td>
<td>Two times their hourly rate</td>
</tr>
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</table>
1. through 7. – Same.

## SUPPLEMENT SCHEDULE

<table>
<thead>
<tr>
<th>ACADEMIC SUPPLEMENTS</th>
<th>DOLLAR AMOUNT</th>
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<tbody>
<tr>
<td>CTE Lead Teacher</td>
<td>1175</td>
</tr>
<tr>
<td>FBLA District Advisor</td>
<td>1000</td>
</tr>
<tr>
<td>Band Director:&lt;br&gt;Middle School</td>
<td>2549</td>
</tr>
<tr>
<td>High School</td>
<td>3476</td>
</tr>
<tr>
<td>* Behavior Specialist</td>
<td>1568</td>
</tr>
<tr>
<td>Board Certified Behavior Analyst</td>
<td>1000</td>
</tr>
<tr>
<td>Choral Director</td>
<td>1101</td>
</tr>
<tr>
<td>Orchestra Director</td>
<td>1101</td>
</tr>
<tr>
<td>Department/Grade Level Chairperson/Team Coordinator/PLC Facilitator</td>
<td>1019</td>
</tr>
<tr>
<td>Flag Corps Sponsor</td>
<td>1101</td>
</tr>
<tr>
<td>* Guidance Certified School Counselor</td>
<td>1568</td>
</tr>
<tr>
<td>High School Class Sponsor</td>
<td>1101</td>
</tr>
<tr>
<td>High School Newspaper Sponsor</td>
<td>1101</td>
</tr>
<tr>
<td>Drama/Play Director</td>
<td>1101</td>
</tr>
<tr>
<td>Dance Director</td>
<td>1101</td>
</tr>
<tr>
<td>* Instructional Trainer/Coach</td>
<td>1568</td>
</tr>
<tr>
<td>Learning Design Coach</td>
<td>1568</td>
</tr>
<tr>
<td>Assessment Coordinator</td>
<td>1568</td>
</tr>
<tr>
<td>* Pasco FDLRS Resource Teacher</td>
<td>1568</td>
</tr>
<tr>
<td>* Pasco FDLRS Child Find Resource Teacher</td>
<td>1568</td>
</tr>
<tr>
<td>* School Nurse</td>
<td>1568</td>
</tr>
<tr>
<td>* School Social Worker</td>
<td>1568</td>
</tr>
<tr>
<td>Senior Project Coordinator</td>
<td>1019</td>
</tr>
<tr>
<td>Special Olympics:&lt;br&gt;Fall</td>
<td>500</td>
</tr>
<tr>
<td>Winter</td>
<td>500</td>
</tr>
<tr>
<td>Spring</td>
<td>500</td>
</tr>
<tr>
<td>* Speech/Language Pathologist (BA-NON CERT)</td>
<td>1568</td>
</tr>
<tr>
<td>* Speech/Language Pathologist (MA-CERT)</td>
<td>3066</td>
</tr>
<tr>
<td>* Speech/Language Pathologist (MA-CERT / CCC)</td>
<td>3000</td>
</tr>
<tr>
<td>Speech/Language Pathologist Mentor</td>
<td>2352</td>
</tr>
<tr>
<td>Student Achievement Coach</td>
<td>1019</td>
</tr>
<tr>
<td>Student Council Sponsor High School</td>
<td>1101</td>
</tr>
<tr>
<td>Teacher Assistance Team (Activated)</td>
<td>As specified per USEP/District agreement up to 1854</td>
</tr>
<tr>
<td>Teacher Mentor</td>
<td>398</td>
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Vocational Agriculture Teacher 2329
Career Technical Student Organization (High School) 1226
  Sponsorship (Requires District/State Competition)  
Career Technical Student Organization (CTSO) Middle School 975
  Sponsorship (Requires District/State Competition)  
  Participation in state competition 290 
  Participation in national competition 290 
Yearbook Sponsor:  
  Middle School 875 
  High School 1101

* Identifies Supplements for required 8-hour day

END OF ACADEMIC SUPPLEMENT SCHEDULE

ATHLETIC SUPPLEMENTS

Athletic Director 4815
  Summer 500

Head Football: 3100
  Fall 1376
  Spring

Assistant Football: 1515
  Fall 675
  Spring

Basketball 3031
Assistant Basketball 1652
Baseball/Softball 2387
Assistant Baseball/Softball 1562
Track 2387
Assistant Track 1562
Wrestling 2387
Assistant Wrestling 1562
Cross Country 1745
Golf 1469
Soccer 2387
Assistant Soccer 1562
Swimming 1745
Assistant Swimming 1104
Tennis 1469
Volleyball 2387
Assistant Volleyball 1562
Weightlifting 1469
Business Manager/Assistant Athletic Director 2019
Cheerleader Coach 2387
Assistant Cheerleader Coach 1787

END OF HIGH SCHOOL ATHLETIC SUPPLEMENT SCHEDULE
MIDDLE SCHOOL ATHLETIC SUPPLEMENTS

<table>
<thead>
<tr>
<th>Role</th>
<th>Dollar Amount</th>
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<tbody>
<tr>
<td>Athletic Director</td>
<td>2003</td>
</tr>
<tr>
<td>Football</td>
<td>1727</td>
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<tr>
<td>Assistant Football</td>
<td>1160</td>
</tr>
<tr>
<td>Basketball</td>
<td>1452</td>
</tr>
<tr>
<td>Soccer</td>
<td>1452</td>
</tr>
<tr>
<td>Track</td>
<td>1452</td>
</tr>
<tr>
<td>Assistant Track</td>
<td>919</td>
</tr>
<tr>
<td>Volleyball</td>
<td>1452</td>
</tr>
<tr>
<td>Business Manager/Assistant Athletic Director</td>
<td>919</td>
</tr>
<tr>
<td>Cheerleader Coach</td>
<td>1452</td>
</tr>
</tbody>
</table>

END OF MIDDLE SCHOOL ATHLETIC SUPPLEMENT SCHEDULE

END OF ADDENDUM B

For the Board

For the Union

Date 12/13/17

Date 12/13/17
BOARD ECONOMIC COUNTERPROPOSAL #3
December 13, 2017

ADDENDUM C

Instructional Bargaining Unit – Description

Assessment Coordinator
Audiologist/Ittn. Teacher of the Deaf/Hard of Hearing
*Behavior Specialist
Career Specialist
*Guidance Certified School Counselor
Compliance Teacher
Early Childhood Programs Coach
Early Childhood Programs Interventionist
Florida First Start Resource Teacher
Graduation Enhancement Resource Teacher
Graduation Enhancement Teacher
Grant Resource Teacher (Grant Funded)
Grant Resource Teacher for Inclusion
Grant Resource Teacher for Transition
Homebound Teacher
*Instructional Trainer/Coach
Job Placement/Transition Specialist
Learning Design Coach
Migrant Advocate
Orientation Mobility Specialist
Parent Involvement Educator
*Pasco FDLRS Resource Teacher
*Pasco FDLRS Child Find Resource Teacher
Pre-School Resource Teacher - ESE
Pre-School Resource Teacher - Prekindergarten
*Prevention/Intervention Counselor
Resource Teacher
*School Nurse
School Psychologist
*School Social Worker
School to Career/Tech Prep Articulation Coordinator
Special Populations Coordinator
*Speech Language Pathologist
Teacher - Adaptive Physical Education
Teacher- Autism Spectrum Disorders
Teacher - Basic Education - Academic Program
Teacher - Basic Education - Summer Academic Program
Teacher - Career and Technical Education
Teacher - Deaf/Hard of Hearing
Teacher - Emotionally Behaviorally Disabled
Teacher - Gifted

Teacher - Intellectual Disabilities
Teacher - Online Courses
Teacher - Physically Impaired
Teacher - Prekindergarten (Certified)
Teacher - Prekindergarten ESE
Teacher - Science/Environmental Education
Teacher - Therapeutic Preschool
Teacher - Varying Exceptionalities
Teacher - Virtual School
Teacher - Visually Impaired

Work Evaluator

* Identifies Supplement for required 8-hour day
END OF ADDENDUM C

For the Board

Date
12/13/17

For the Union

Date
12/13/17
BOARD ECONOMIC COUNTERPROPOSAL #3
December 13, 2017
ARTICLE X - SALARY AND TEACHER WELFARE

SECTION A - Salary Schedule and Remunerations
1. Same.
2. The placement schedule contained in Addendum A will be used to establish the starting salary for teachers hired on or after July 1, 2017.
3. through 8. - Same.

SECTION B - Fringe Benefits
1. Health Insurance
   a. The Board agrees to contribute $6785.00 per eligible employee toward the cost of the benefits package for the 2018-2017 insurance plan year.
      i.- Same.
      ii.-Same.
   b. Through f. - Same.
2. Retirement - Same.

SECTION C - Payroll Deduction for Additional Benefits - Same.
SECTION D - Early Retirement Monthly Benefit - Same.
SECTION E - Deferred Retirement Option Program (DROP) - Same.

SECTION F - Retiree Healthcare Premium
1. Same.
2. Same.
3. The Board agrees to contribute the same amount toward the retiree's life insurance premium each year as it does toward the premium of an active, regular employee. To receive Board contribution towards life insurance, the retiree must be eligible for Board-paid health premiums.

4. Any employee hired on or after January 1, 2014, will not be eligible for the benefits provided for in this section. Any employee hired prior to January 1, 2014, will continue to be eligible for the benefits provided for in this section.

SECTION G - Meritorious Attendance Incentive Pay - Same.
SECTION H - Group Medical Benefits Recovery Incentive Program (Indemnity - PPO and HMO Programs) - Same.
SECTION I - Employee Assistance Program (EAP) - Same.

END OF ARTICLE X

[Signatures]
For the Board

Date: 12/13/17

Date: 12/13/17
For the Union
ARTICLE XIII – DURATION

1. This Agreement shall remain in full force and effect until midnight, June 30, 2018, June 30, 2020 except as provided in paragraphs 3 and 4 below and shall automatically be renewed 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 the giving of such notice.

2. During any reopening of negotiations for changes to take effect during the term of this 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 legislation or by mutual consent of both parties.

4. This Agreement shall be reopened for the 2017-2018, 2018-2019, and 2019-2020 school years upon request of either party on Article X and Addenda A and B. Other items may be reopened if affected by legislation or by mutual consent of both parties. In addition, the Union and Board may each select three (3) additional items for reopeners.

5. This Agreement contained herein constitutes 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 3 and 4 above.

For the Board

[Signature]

Date 12/13/17

For the Union

[Signature]

Date 12/13/17