

ARTICLE 28 - DURATION

28.1 Length of Agreement:

This agreement shall remain in full force and effect for a period of three (3) years commencing on July 1, 2020 and continuing through June 30, 2023, and shall continue in effect from year to year thereafter, unless one of the parties notifies the other in writing no later than 3:00 pm, March 15, 2023 of its intent to modify or amend this Agreement.

If, during the life of this Agreement, any provision of the Agreement is held to be invalid by a court of competent jurisdiction, or is rendered contrary to law by a change in the statutes, whether federal or state, only that provision which is contrary to law shall be considered invalid. All other provisions of this Agreement remain in full force and effect. The District and CSEA shall meet within thirty (30) calendar days of the invalidation and negotiate language to replace that, which is considered invalid or contrary to law.

It is understood and agreed that the specific provisions of this Agreement shall prevail over District policies, practices, procedures and state statutes, to the extent authorized by law. In the absence of specific provisions in this Agreement, District policy, practices and procedures effecting wages, hours of work and other terms and conditions of employment, shall continue and shall not be changed without first notifying CSEA of the proposed change and affording it a reasonable opportunity to negotiate the proposed change.

In years two and three negotiations shall re-open on salaries, health and welfare benefits, and up to two additional articles per party.