
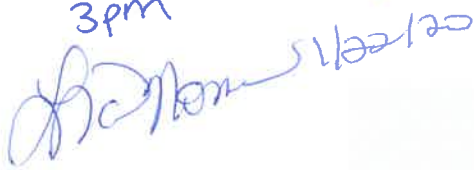


T.A'd  
1/22/2020  
3pm  
  
 1/22/20

CCE Counter Proposal #1  
01/22/2020

**ARTICLE 4 - AGREEMENT CONDITIONS**

4.1 Term and Effect

4.1.1 Term This Agreement shall be in effect from July 1st, ~~2020~~ 2017 and shall remain in effect until June 30th, 2023.

4.1.2 Effect and Savings Clause

It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District practices, policies and procedures which practices, policies, and procedures are otherwise within the District's discretion. If any provision(s) of this Agreement is (are) held to be contrary to law by a court of competent jurisdiction, such provision(s) will not be valid except to the extent permitted by law, but all other provisions will continue with force and effect.

4.2 Complete Agreement

The District and the CCE/AFT mutually agree that the terms and conditions set forth in the Articles and provisions of this Agreement represent the full and complete understanding and commitment between the parties on those matters that were the subject of negotiations leading to this Agreement. This Agreement may not be altered, changed, added to, deleted from or modified on those matters that were the subject of negotiations leading to this Agreement unless by any of the following:

- Mutual consent of both parties in writing
- Procedure expressly allowing the same stated in this Agreement
- Matters required by the EERA or change in state law which falls under subjects within the scope of bargaining

Both parties acknowledge that all contract language shall be enforced until a change is negotiated through a procedure provided in this contract or by law. It is understood and agreed that the specific provisions contained in this Agreement shall prevail over District practices and procedures and over state laws to the extent permitted by state law.

4.3 Limited Reopeners

The parties specifically agree to reopen negotiations each year during the term of this Agreement regarding Article 12-Compensation and Article 13-Health and Welfare Benefits and four (4) additional articles selected by each party, ~~and Article 20-Transfers, Promotions and Voluntary Demotions, in the first year of the Agreement.~~ **By mutual agreement the parties may determine not to reopen negotiations on an annual basis.**

4.4 Replacement of Severed Provisions In the event of suspension or invalidation of any Article or section of this Agreement by operation of law, the parties agree to meet and negotiate within