# ARTICLE XIX

# STIPULATIONS OF AGREEMENT

## Section 1. Effect of Agreement

The Terms and conditions set forth in this Agreement shall supersede and cancel all previous agreements between districts now incorporated into the Moorpark Unified School District and associations now incorporated into the Moorpark Educators' Association. This Agreement shall further supersede any rules, regulations or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this agreement shall be considered part of the established policies of the Board.

## Section 2. Completion of Agreement

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto. During the term of this Agreement, the Association agrees that the Board of Education of the District shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this Agreement or not, even though such subject or matters may not have been within the knowledge or contemplation of either or both the Board or the Association at the time they met and negotiated on and executed this Agreement and even though such subjects or matters were proposed and later withdrawn, except as provided in Section 4. Duration of Agreement. This zipper clause shall not be interpreted to allow the District to unilaterally change established working conditions within the scope of representation without satisfying its bargaining obligation. Notwithstanding the above, changes in mandatory bargaining unit member benefits within the scope of representation due to amendment, addition or repeal of statutes through legislation or decree of court of competent jurisdiction, shall obligate the parties, within ten (10) days, upon request, to meet and negotiate concerning the provisions affected.

This Agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

## Section 3. Separability of Provisions

If any provisions of this Agreement are held to be contrary to law by the California or United States Supreme Court, such provisions shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

## Section 4. Duration of Agreement

1. The terms and conditions of this Agreement shall be in effect on the date of ratification by both parties up to and including June 30, 2023. ~~June 30, 2009~~. ~~Written notice to amend, modify or renegotiate the terms and conditions of the Agreement shall be given by one party to the other no later than March 1, 2009.~~
2. ~~For the 2006-07 school year, the District and the Association agree to reopen Article XVI Salary Schedules, Article XVII Insurances and Benefits, and two other articles selected by each party. No later than March 1, 2006, the Association shall present to the District its initial proposal regarding the article that it intends to reopen. No later than March 15, 2006, the District shall present to the Association the initial proposal regarding the article that it intends to reopen.~~
3. ~~For the 2007-08 school year, the District and the Association agree to reopen Article XVI Salary Schedules, Article XVII Insurances and Benefits, and two other articles selected by each party. No later than March 1, 2007, the Association shall present to the District its initial proposal regarding the article that it intends to reopen. No later than March 15, 2007, the District shall present to the Association the initial proposal regarding the article that it intends to reopen.~~
4. ~~For the 2008-09 school year, the District and the Association agree to reopen Article XVI Salary Schedules, Article XVII Insurances and Benefits, and two other articles selected by each party. No later than March 1, 2008, the Association shall present to the District its initial proposal regarding the article that it intends to reopen. No later than March 15, 2008, the District shall present to the Association the initial proposal regarding the article that it intends to reopen.~~

B. The terms and conditions of this Agreement shall be in effect on the date of

ratification by both parties up to and including June 30, 2023

C. In year two of this agreement (2021-2022 school year), Salary (Article XVI) and

Health Benefits (Article XVII) shall be open for negotiations as well as two other

articles chosen by each party.  The parties reserve the right to mutually agree to

open additional articles.

D. In year two of this agreement (2022-2023 school year), Salary (Article XVI) and

Health Benefits (Article XVII) shall be open for negotiations as well as two other

articles chosen by each party.  The parties reserve the right to mutually agree to

open additional articles.