

25. Term of Agreement

- A. **Duration.** The duration of this Agreement shall be from July 1, 202~~5~~6 until June 30, 202~~6~~8. The Agreement will expire on June 30, 202~~6~~8 at 12 midnight.
- B. **Expiration.** Increases in insurance and salary, including incremental steps, will not be awarded following the expiration of this Agreement until such time as a successor Agreement is ratified by the Association and School Board. Insurance and increment increases will be awarded after ratification by the Association and School Board in compliance with the successor Agreement.
- C. **Zipper Clause.** The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter covered by this Agreement. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the Board's direction and control; however, the Board recognizes its statutory obligation to notify the Association and to bargain, upon request, any unilateral change in a mandatory subject under ORS 243.698.

Association President Date

School Board Chair Date

Mid-Valley Bargaining Council Date

Superintendent Date