

ARTICLE 30

AMENDMENT AND DURATION

30.1 Effective Date.

(a) The Agreement shall become effective upon ratification by both parties and remain in effect through August 31, 2027.

(b) Renegotiations for the agreement term September 1, 2025 through August 31, 2026 shall begin no later than February 14, 2025, and shall include Article 23, Salaries, Article 8, Appointment; Article 19, Conflict of Interest or Commitment/ Outside Activity; Article 20, Grievance Procedure; and Article 32, Definitions.

(c) Renegotiations for the agreement term September 1, 2026 through August 31, 2027 shall begin no later than February 13, 2026 and shall include Article 23, Salaries; Article 3, UFF Privileges; Article 10, Employee Performance Evaluation; and Article 12, Non-reappointment .

(d) Renegotiations for a successor agreement (2024-2027) shall begin no later than November 10, 2026.

(e) The parties may agree to include other subjects in their renegotiations.

30.2 Amendments. This Agreement may be modified or amended only upon mutual, written agreement of the Board and the UFF. In the event the Board and the UFF negotiate a mutually acceptable amendment to this Agreement, such amendment shall be put in writing and become part of this Agreement upon ratification by both parties.