

## Article 4 - Effective Dates

- 4-1 Upon ratification, this Agreement shall be effective September 1, 2008 2017, and shall remain in full force and effect until August 31, 2011 2020,
- 4-2 During the term of this Agreement, neither the Master Agreement nor the ProComp Agreement, may be reopened except by mutual consent of the parties. ~~except that following April 1, 2009, upon completion of the Professional Practices Work Group, the District and the Association shall enter into negotiation to make any changes to the Agreement recommended by that body.~~ While it is the intent of the parties that the economic provisions in this Agreement shall remain in full force and effect during its term, in order to comply with the provisions of the TABOR Amendment and § 22-32-110(5) C.R.S., the provisions of the Agreement relating to salaries and benefits may be reopened by the District in connection with its annual adoption of its budget. **In the event the District received greater funds than anticipated, the Association may reopen the provisions of the Agreement relating to salaries and benefits.**
- 4-3 After January 1, 2011 2020, upon request by either party, the Board and the Association will negotiate as provided in Article 6. Such negotiations shall conclude no later than May 1, 2011 2020, unless extended by mutual consent. If impasse is reached, the parties shall use the vehicle for resolution as provided under Article 6-11.
- 4-4 The Board and the Association shall mutually publish this Agreement and share the costs of providing all teachers and administrators with a copy. Teachers newly hired will receive a copy of the current Agreement upon hiring.
- 4-4-1 On the first business day of August and September, the District shall provide to the Association a list of all new hires and transfers, including the name, current address, ~~and~~ phone number, **and personal email address.**