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*ARTICLE 13--MISCELLANEOUS PROVISIONS*

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- 13.01 In the event any portion of this AGREEMENT shall be determined to be invalid and/or unenforceable by a court of competent jurisdiction, or as the result of state or federal legislation, the balance of the AGREEMENT shall remain in full force and effect. The parties shall negotiate alternative proposals to the affected portions within sixty (60) days after such determination.
- 13.02 The BOARD and the ASSOCIATION subscribe to the principle that differences shall be resolved by peaceful and appropriate means, without interruption of the school program. The ASSOCIATION therefore agrees that it will not condone aid or abet (directly or indirectly) any strike, work stoppage, slowdown or other concerted refusal to perform work by the EMPLOYEES covered by this AGREEMENT during the life of this AGREEMENT. In the event of a strike, work stoppage, slowdown or other concerted refusal to perform work, the terms and conditions of this AGREEMENT shall immediately become null and void.
- 13.03 The rights of an EMPLOYEE as an EMPLOYEE of the BOARD shall not be adversely affected in anymanner solely because of sex, race, religion, marital status, national origin, handicap or disability.
- 13.04 The AGREEMENT covers the period of time from July 1, 2019, to June 30, 2022.
- 13.05 Salary rates as set forth in this AGREEMENT shall be effective as of the date listed on the appropriate appendix page.
- 13.06 The parties agree to commence negotiations on a successor agreement no later than December 1, 2021.