

ARTICLE 39

DURATION AND TERMINATION OF AGREEMENT

This Agreement shall be effective January 15, 2014 upon Civil Service Commission approval and shall continue in full force and effect until December 31,2015.

Provisions concerning compensation during fiscal year 2016-2017 and non-compensation articles effective January 1, 2016 shall be opened by either party giving written notice to the other of its intent to bargain such provisions, on or after March 1, 2015 but no later than May 1, 2015.

CIVIL SERVICE COMMISSION APPROVAL, January 15, 2014