A material change is one which significantly alters or changes a bargaining unit member's employment or conditions of work. This Contract shall not be interpreted or applied to deprive employees of advantages heretofore enjoyed unless otherwise expressly stated herein. The Association agrees that the bargaining unit member has the right to elect to an unfair labor practice or a grievance under this Article, but not both.

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E. DURATION

This Agreement between the Madison-Plains Board of Education and the Madison-Plains Education Association shall be effective at 11:59 P.M. on June 30, 2012, and remain in full force and effect until midnight June 30, 2012.

F. NO REPRISALS

The parties recognize that the interests of both the Board and the Association will be best served by directing their efforts toward rebuilding their relationship. Both the Board and the Association commit to making a good faith effort at enhancing their relationship and concentrating their energies on moving the district forward. It is hereby agreed that no reprisals of any kind shall be taken by the Board or Association or any agents, officers, or members of the Association or the Board for any actions that may have occurred in relation to the negotiation of this agreement or potential work action.

FOR THE BOARD	FOR THE ASSOCIATION
PRESIDENT	PRESIDENT
TREASURER	NEGOTIATIONS TEAM CHAIR
SUPERINTENDENT	MPEA/OEA/NEA- Labor Relations Consultant