

ARTICLE 31  
TOTALITY OF AGREEMENT  
[Changes indicated in relation to old BOR-UFF Agreement;  
Changes in bold refer to changes from UFF Proposal #1]

31.1 Limitation.

(a) The parties Board and the UFF acknowledge that during the negotiations which that resulted in the Agreement, the Board and the UFF had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining.

(b) ~~and~~ The Board and the UFF further acknowledge that all of the understandings and agreements arrived at thereby are set forth in this Agreement, and that it shall constitute the entire and sole Agreement between the parties for its duration.

31.2 ~~No Further Obligation to Bargain Matters in the Agreement. Obligation to Bargain Changes. During the term of this Agreement, the Board and the UFF, during the term of this Agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.~~ 31.3 Obligation to Bargain Changes. Notwithstanding these limitations above, if the Board seeks to change a term or condition of employment for faculty, the Board shall be obligated to bargain immediately the impact of such change.

~~31.3~~ 31.4 Modifications. Nothing herein shall, however, preclude the parties Board and the UFF from mutually agreeing to alter, amend, supplement, delete, enlarge, or modify in writing any of the provisions of this Agreement ~~in writing~~.

TA

Michael Mattioli  
June 2, 2004

[Signature]  
June 2, 2004