

## Negotiated Agreement Amendment

The Arapahoe-Holbrook School Board and Arapahoe Education Association have entered into collective bargaining agreements covering the 2023-24 and 2024-25 contract years. This amendment is intended to modify the salary schedule advancement provision in those agreements by adding the following clause:

*Employees hired midyear will be placed on the salary schedule in accordance with their experience and education as of the date they begin their duties. They will remain in that placement until the same date the next contract year. For example, an employee who starts January 1, 2024 on step 1 will not advance to step 2 until January 1, 2025.*

The parties intend this amendment to apply to the 2023-24 and 2024-25 negotiated agreements and intend to include it in any future contracts, unless otherwise agreed by the parties.

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For the Board,  
Board President

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For the Association,  
Authorized Representative

Date: \_\_\_\_\_

Date: \_\_\_\_\_