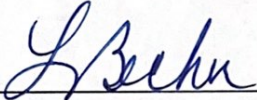


ARTICLE II
Association and Professional Rights

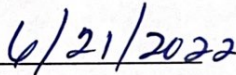
2.292(C) Release Time Language – Upon approval of the Board, the duly elected Association President and/or designated officer(s) shall be released from his/her regular duties to perform the duties of the Association for his/her designated term. Said release shall be of any portion up to full-time basis, contingent upon the ability of the bargaining agent to satisfy the fiscal obligation of said release. The following expectations shall apply:

A. The Board shall serve as the fiscal agent for the payment of his/her salary, fringe benefits and fixed charges, provided the union reimburses the Board 100% of any and all sums paid, excluding millage or other special revenue sources, to or on behalf of said designated officer(s) for the release-time duties.

TA #2 06-21-2022



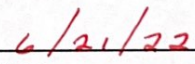
For the Board, Chief Negotiator
Lisa Becker, Executive Director of Business Services



Date



For the Union



Date