MEMORANDUM OF AGREEMENT
AND
COLLECTIVE BARGAINING CONTRACT

BETWEEN THE ROBERTSON FIRE PROTECTION DISTRICT AND THE INTERNATIONAL ASSOCIATION OF EASTERN MISSOURI FIREFIGHTERS, LOCAL 2665

Verbiage and Monetary Effective
Effective September 1, 2026, until December 31, 2030

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PREAMBLE & RECOGNITION

Article 1

PREAMBLE:

This collective bargaining Agreement is between the Robertson Fire Protection District Board of Directors hereafter referred to as "Employer", and the Robertson Fire Protection District Shop of The Professional Fire Fighters of Eastern Missouri, Local 2665, of the International Association of Fire Fighters, AFL-CIO, hereafter referred to as the "Union", and will include “Employee(s)”, both the Employer and Union hereafter referred to as “Parties”, and shall be as follows:

It is the purpose of this Agreement to achieve and maintain harmonious relations between the Employer and Employees and their Union, to provide for equitable and peaceful adjustment of differences which may arise, and to establish proper standards of wages, hours, benefits, and other conditions of employment for the members of the bargaining Union.

Furthermore, the Employer agrees to exact into law this Collective Bargaining Agreement, and all subsequent language or verbiage agreed to by the Employer and the Union, by enacting a resolution incorporating the Agreements, and Articles contained in this Collective Bargaining Agreement, thereby making these Agreements binding on all Parties.

RECOGNITION:

The bargaining unit of the Robertson Shop shall be defined as: members working a 48/96 schedule and to include the following ranks: Battalion Chiefs, Captains, Lieutenants, Engineers, and Privates. Members of the administration will not be included in the unit clarification, will be defined as a 40-hour employee with the following title: Fire Chief, Assistant Chief, Deputy Chief, Administrative Assistant, and Civilian Inspector. Members that are assigned to the administration either temporarily or permanently holding the rank of Battalion Chief or below shall remain in the bargaining unit.

AGENCY SHOP

Article 2

Any present or future Employee of the bargaining unit may become a member of the Union.

PREVAILING RIGHTS

Article 3

Any existing right that is to be changed will be provided to the Union with an opportunity to discuss the impact of such change.

DEFINITIONS
Article 4

The definition of an Employee for the purposes of this Agreement shall be any Employee currently receiving payroll compensation as noted in “Recognition” in Article 1. “Employee” does not include a 40-hour employee with the following title: Fire Chief, Assistant Chief, Deputy Chief, Fire Mashal, Medical Officer, Office Manager, Administrative Assistant, and Civilian Inspector, or any other future 40-per week position.

HARASSMENT & DISCRIMINATION
Article 5

The Employer agrees to develop and maintain District policies to eliminate all forms of harassment and discrimination in the workplace. The Union may participate in the impact on employees in the development and implementation of these policies. The Employer agrees not to discriminate against any Employee for activity on behalf of, or membership in the Union. Furthermore, the Employer and the Union agree that there shall be no discrimination against any Employee because of race, color, age, religion, family status, sex or sexual orientation.

SUBSTANCE ABUSE & E.A.P.
Article 6

The Employer agrees to provide a confidential Employee Assistance Program ("E.A.P.") that is available to all Employees. The E.A.P. shall provide, at a minimum, services designed to assist Employees with substance abuse, alcohol dependency, gambling addiction, mental health concerns, family matters, financial difficulties, and other personal issues that may affect job performance or well-being.

The Employer supports Employees who voluntarily seek assistance through the E.A.P. or otherwise request help in overcoming addiction to, dependence upon, or problems associated with drugs or alcohol. Subject to applicable law, the Employer may provide reasonable assistance toward rehabilitation, including referral to appropriate treatment resources.

The E.A.P. is intended to provide Employees with an opportunity to seek assistance and rehabilitation and shall not be used to avoid, delay, or excuse compliance with Employer policies, work rules, performance standards, attendance requirements, or disciplinary action. An Employee's participation in, referral to, or completion of the E.A.P. does not exempt the Employee from disciplinary action for misconduct, policy violations, or unsatisfactory job performance.

Except where otherwise required by law, the Employer is not obligated to provide multiple rehabilitation opportunities for repeated substance abuse-related incidents or policy violations. Employees who have previously received assistance, participated in rehabilitation, or utilized the E.A.P. and subsequently engage in additional substance abuse-related misconduct, fail to comply with treatment recommendations, or violate the Employer's drug and alcohol policies may be subject to disciplinary action, up to and including termination of employment.

Nothing in this provision shall limit the Employer's authority to enforce its policies, require fitness-for-duty evaluations, conduct drug and alcohol testing where authorized by law or policy, or otherwise take appropriate corrective or disciplinary action.

UNION REPRESENTATION

Article 7

Employees shall have the right at all times to have Union representation, and or legal counsel with The Professional Fire Fighters of Eastern Missouri Local 2665 of the International Association of Fire Fighters approval at any meeting or hearing at which the District required the attendance of the Employee.

DISCIPLINE / DISCHARGE & GRIEVANCE PROCEDURE

Article 8

DISCIPLINE / DISCHARGE:

It is agreed that the Employer has the right to discipline or discharge an Employee. Disciplinary matters shall be subject to the grievance procedures as outlined in this Section.

A grievance is a dispute over the terms of this Agreement as it affects the hours, wages, the contents or interpretations of this Agreement, and as to safety issues.

The term "Discipline" includes reprimands, suspensions with or without pay, probation, reductions in rank, and dismissal or discharge from duty.

GRIEVANCE PROCEDURE:

Step 1: As a prerequisite to filing a formal grievance, employees are expected to seek informal resolution with their immediate supervisor, except when the supervisor is the subject of the grievance. In those instances, the employee may bypass the supervisor and submit the grievance to the next appropriate supervisory level.

Step 2: If the grievance is not settled at Step 1, the Employee concerned may, in the presence of Shop Steward or union representative, submit the appropriate grievance to the office of the Fire Chief, who shall render a written decision within seven (7) business days after the receipt of said grievance. If the Fire Chief is unavailable, the Acting Chief shall handle the grievance. The grievance procedure must be submitted to the Fire Chief's office within seven (7) business days of the perceived grieve-able offense.

Step 3: If the grievance is not settled at Step 2, the grievance shall be submitted to the Board of Directors within seven (7) business days, which shall hold a hearing. The Board of Directors are allowed up to but no more than thirty (30) calendar days to render a decision. The Board of Directors agrees to forward a written copy of their decision to the Shop Steward within seven (7) business days. The decision of the Board of Director shall be considered final.

SHOP MEETINGS & BULLETIN BOARDS
Article 9

All equipment of the District will be allowed to move to one engine house, as agreed upon by both Shop Steward and Fire Chief for the purpose of conducting Union Shop meetings. The Employer agrees to furnish and maintain a suitable bulletin board in a convenient place in each station to be used by the Union. All notices posted on the bulletin board shall not contain vulgar, profane, or inflammatory matter, nor should it contain material of a political nature of any kind. All items placed and/or removed on the Union Board will be done only by the Shop Steward or an appointed designee. Such posting may be removed by the District if the Union fails to remove such posting.

COMMITTEE SYSTEM
Article 10

PUBLIC RELATIONS & EMPLOYEE APPRECIATION

All Employees will be required to participate in some capacity in the Public Relations & Employee Appreciation ("PR") Committee to help plan and manage public events as well as employee retirements, years of service awards and the employee appreciation events. The Battalion Chiefs shall work with Administrative personnel designated to PR to help with all planning and logistics for all District events. Battalion Chiefs may designate any number of crew members to delegate their PR work and assignments but will be ultimately responsible for the completion of all assigned tasks.

ADDITIONAL COMMITTEES

Battalion Staff has the liberty to organize and create committees independent of the administration for the purposes of providing suggested changes and/or improvements for building, equipment and safety to the Board of Directors, Fire Chief, Assistant Chief and Deputy Chief Officers. The Administration shall not be involved in the Employee committees. These committees are voluntary and unpaid.

PAYROLL DEDUCTION OF DUES
Article 11

The Employer agrees to deduct monthly Union dues or monthly service charges) certified by the Secretary/Treasurer of the Local 2665. This deducted amount shall be withdrawn from each of the first two payroll checks issued in each calendar month and applied to the total dues and assessments for the calendar month. The Employer agrees to submit the total monthly Union dues by mail, or electronic transfer, to the Secretary/Treasurer of Local 2665, no later than the 15th of the following month. The Employer agrees to supply payroll authorization allowing for current and future dues increases.

HOURS

Article 12

During the period covered by this Agreement, the work week for battalion Employees will consist of fifty-three (53) hours.

Shift days and cycles are defined as:

- One (1) shift day = twenty-four (24) hours
- One (1) cycle = twenty-eight (28) calendar days
- Thirteen (13) cycles per year:
    - Nine (9) cycles of nine (9) shift days
    - Four (4) cycles of ten (10) shift days

(212) hours per (28) day cycle × (13) cycles per year = (2,756) hours per year

(2,756) hours per year ÷ (52) weeks per year = (53) hours per week

Each shift works:

- Nine (9) cycles of Nine (9) shift days (212 regular hours + 4 overtime hours) = eighty-one (81) days
- Four (4) cycles of (10) shift days (212 regular hours + 28 overtime hours) = forty (40) days
- One hundred twenty-one (121) days worked per year
- (2,904) hours per year (2,756 regular hours + 148 overtime hours)
- It is recognized that the 28-day cycles may carry over into the new calendar year but will be recognized as a cycle from the year it carried over from.

Battalion Employees will have the option of working their “extra-day”. The established fatigue rule shall be no more than seventy-two (72) hours consecutively, unless specifically requested by the Employee and approved by the Fire Chief or Assistant Fire Chief. For battalion Employees, the rotation follows a three (3) shift system. Employees are assigned to "A", "B", or "C" shift. Each rotation is considered a shift of two (2) consecutive twenty-four (24) hour workdays, unless extended by emergency, followed by four (4) consecutive days off, for a total of six (6) consecutive calendar days per rotation.

All pay rates and overtime are intended to strictly comply with all current federal wage laws, and the Fair Labor Standards Act (F.L.S.A.) of 1938, to include all current and future amendments.

PAYDAY

Article 13

Employees will be paid at the latest, every other Tuesday for work performed the previous two weeks. Overtime and working out of classification checks shall be payable the following pay cycle. Employees reserve the right to have direct deposit and or paper checks. It is the Employees’ responsibility to notify payroll, no later than forty-eight (48) hours prior to the end of the pay cycle.

EMERGENCY LEAVE
Article 14

When an emergency situation arises that requires an Employee to leave, emergency leave with pay may be taken, up to twenty-four (24) hours, eight (8) hours with approval of the on-duty Battalion Chief, or Acting Battalion Chief. The Employee may be allowed to leave his or her station without waiting for a relief person. This time will not be charged to his or her sick leave. The Employee must phone the on-duty Battalion Chief, or Acting Battalion Chief within the first four (4) hours of his or her emergency leave, to update the Employees' emergency status; ability to return or not return to work, or if said Employee has obtained a stand-in.

The Fire Chief may review all circumstances regarding emergency leave, and the record of the Employees' emergency leave use, and may request documentation to provide verification of said emergency.

FUNERAL LEAVE
Article 15

Battalion Employees will be provided with six (6) consecutive 24-hour shift days, equal to 144 hours off, with pay for the purpose of funeral leave involving the death of an immediate family member to include spouse, domestic partner, child or grandchild.

Battalion employees will be provided four (4) 24-hour shift days, equal to 96 hours off, with pay, for the purpose of funeral leave involving the death of an immediate family member to include a parent, stepparent, sibling, or stepsibling.

Battalion Employees will be provided with two (2) consecutive 24-hour shift days, equal to 48 hours off, with pay for the purpose of funeral leave involving the death of a family member or relative to include ex-spouse, spouse's grandparent, parent-in-law, sibling-in-law, uncle, aunt, first cousin, nephew, or niece.

The Employee must notify the Battalion Chief, Fire Chief, or the Fire Chief's designee before funeral leave is granted. To receive pay, the employee must, upon returning to work, provide funeral-home stationery showing the service dates or other documentation, including electronic records, approved by the Fire Chief's office. The Employee must also state their relationship to the deceased. Documentation is not required when the deceased is the Employee's spouse, child, or stepchild provided an obituary or funeral arrangements are publicly available online. All leave must be taken within thirty (30) calendar days of notification to the district. Once leave is scheduled, the Employee shall not be called for or accept overtime of any kind. If the Employee needs additional time beyond that specified in Article 15, the Employee may use accrued vacation, compensatory time, sick time or take unpaid leave. All unpaid leave must be approved by the Fire Chief's office.

JURY DUTY & COURT LEAVE
Article 16

The Employer agrees that all Employees called for 'jury duty" shall receive their regular daily rate of pay for each day absent for this duty. Employees must remit any monies paid by the court system to the District. The Employee will notify the Chief's office within forty-eight (48) hours of receiving notification for jury duty. Employees shall return to work after being released by the court with documentation of the date and times held

for jury duty. When an Employee is required to appear before a court, judge, justice, magistrate or deposition hearing to give witness to the facts as they pertain to his or her direct actions or observations while functioning as an Employee of the District, he or she will receive "court leave", hour for hour, at his or her normal hourly rate of pay, reduced by the amount paid to the Employee as per diem for giving testimony. This Article will not apply when an Employee testifies on his or her own behalf in actions against the District. Once leave is scheduled, an employee cannot be called for or accept overtime of any kind from a Battalion Chief. In case of an emergency, the Assistant Chief or Fire Chief may make an exception.

VACATION LEAVE

Article 17

During the period covered by this Agreement, vacation entitlement for all Union bargaining members of the District will be as follows, except that all employees hired on or after December 31, 2024, shall only be entitled to leave through year nineteen (19). Members will use vacation earned/accrued in the previous year for scheduling vacation for the following year. Members may not schedule vacations over what was earned/accrued, and reductions may occur to balance accrued and advanced vacations.

Days available for picks will begin with the first full rotation cycle in January and include all days within the last cycle beginning in that selection year, even if those days are in the next calendar year.

Years of Service	Shift Days/Hours/Weeks (based on 53 hours)	Accrual Rates
0-1	4 days = 96 hours = 1.8 weeks	8hr/month
2	6 days = 144hours = 2.7weeks	12hr/month
3 – 9	10 days = 240hours = 4.5 weeks	20hr/month
10 – 14	12 days = 288 hours = 5.4 weeks	24hr/month
15 – 19	14 days = 336 hours = 6.3 weeks	28hr/month
20 – 29	16 days = 384 hours = 7.2 weeks	32hr/month
30 – 39	18 days = 432 hours = 8.2 weeks	36hr/month
40 – 49	20 days = 480 hours = 9.1 weeks	40hr/month
50+	22 days = 528 hours = 10 weeks	44hr/month

Vacation is accrued at a rate of 1/12 of total yearly hours per month and will be earned on the last payroll date of each month. Any employee hired after December 31, 2024, will be capped at 14 days (336 hours, equivalent to 6.3 weeks) of vacation time. Newly hired employees will not be granted vacation time off until they have reached one (1) full year of service.

Vacation selection will be based on seniority per shift. The selection process shall start with the most senior member first, working down to the least senior. Two (2) employees shall be granted vacation time on any given

day provided that no overtime is generated for the absence. In the first round of selection, an employee shall choose up to six (6) continuous twenty-four (24) hour days before passing the selection process to the next employee.

This process is repeated until all employees on the shift have posted all available vacation days. If an employee has less than six (6) remaining vacation days after a subsequent round, he or she may post, consecutively, the remaining vacation days in the next round. All unused vacation days will not be caried over to the next calendar year.

Battalion personnel will be required to take vacation days in twenty-four (24) hour increments from the hours of 0800 to 0800. No partial vacation days will be allowed. Scheduled vacation time will disqualify employees from FLSA overtime.

After vacation days are selected, Employees will be allowed to change a vacation day (s) to another available day (s) on their normal shift rotation with approval of any Battalion Chief or Acting Battalion Chief provided no overtime is generated for the absence. That approval will be based on manpower staffing permitting at the time of requesting the change of days. After a vacation day has been approved, the District cannot change or remove it. Once leave is scheduled, an employee cannot be called for or accept overtime of any kind. In the case of an emergency, the Fire Chief or Assistant Chief may make an exception.

If an Employee is moved by the Employer to a different shift during the course of a year, “for the good of the District”, he or she shall be granted approved vacation time during the same rotation in which vacation was selected prior to shift change. If the move was done voluntarily, vacation time will be honored, manpower permitting, provided no overtime is generated for the absence. Examples of voluntary moves are promotion, accepting primary engineer, etc. If an employee with at least one (1) year of service separates from the District, the employee will be paid for any remaining vacation time not used.

COMPENSATORY TIME

Article 18

Employees will have the option of accruing compensatory (comp) time at the rate of one and one-half times, or double time for mandatory overtime, for the number of actual hours worked. This accrued time may be in lieu of monetary compensation for any scheduled or unscheduled overtime worked during an Employee’s twenty-eight (28) day cycle. Once accepted as comp time, it remains as such.

Employees may utilize comp time in twelve (12) hour increments. Comp time may be selected by the one of the following ways when manpower exists. Comp time of twenty-four (24) hour day(s) may be posted no earlier than sixty (60) days prior to the date requested. Comp time of twelve (12) hours may be posted no earlier than thirty (30) days prior to the date requested.

Compensation for overtime may be divided between monetary and compensatory reimbursement. Comp time may be approved by any on duty Battalion Chief or Acting Battalion Chief, and only when sufficient manpower permits. An Employee may accrue a maximum of four hundred eighty (480) hours of compensatory time. No more than three hundred twenty (320) hours may be carried over into the following calendar year. Any accrued compensatory time in excess of three hundred twenty (320) hours as of December 31 shall be paid to the Employee at the applicable rate of pay in the first payroll cycle of the following calendar year.

PERSONAL LEAVE DAYS
Article 19

Each Employee will be gifted with four (4) personal leave days (PLD) per year. Employees may utilize this leave in hourly increments of twenty-four (24) hours per occurrence. PLD time shall be posted no earlier than sixty (60) days prior to the date requested. PLD time shall be approved by any on duty Battalion Chief or Acting Battalion Chief, and only when sufficient manpower permits and is not guaranteed. PLD will not accumulate from year to year, must be used within the calendar year given, do not roll over into the following year, and are not redeemable for compensation if unused or at involuntary or voluntary separation from the District.

MATERNITY/PATERNITY LEAVE & MATERNITY DUTY
Article 20

Employees will be provided with four (4) shift days, equal to 96 hours or 1.8 weeks of paid leave for the birth or adoption of a child by the Employee. In order for an Employee to qualify for maternity or paternity leave, the Employee must be named as the father or mother on the birth certificate or adoption paperwork.

Pregnant Employees of the District may be assigned to maternity duty when the Employee and the Employees physician give notification along with written explanation, as to why maternity duty is required. Employees assigned to maternity duty will not suffer any loss of pay or benefits other than the payment in the tenth day cycle that would normally be worked on the Employees regular shift. The Fire Chief's office will assign hours to be worked, and job assignments.

For additional Maternity/Paternity Leave time or the adoption of a child, other than what is provided in paragraph 1 of Article 20, the Employee must file for an absence under the Family Medical Leave Act (FMALA) with the first date of FMLA as the first date of the absence. A 30 days' notice shall be provided to the District by law for the birth of a child and/or adoption of a child. Exceptions to a 30 days' notice shall be based on what is applicable by law. All requests shall be reviewed and considered under the applicable 'reasonable accommodation' standard of the Act and its implementing regulations. The maternity/paternity period shall cease following 12 (weeks) of FMLA coverage. During this period the Employee may use sick, vacation, PLD time, and or comp time.

SICK LEAVE
Article 21

Battalion Employees will receive twelve (12) sick days per year, with a maximum accumulation of sixty-eight (60) days, equal to one-thousand four-hundred-forty (1,440) hours. Sick hours cannot be donated to or transferred between Employees.

UNION BUSINESS LEAVE
Article 22

If Employees are elected to Union office and time is needed for a Union function, if minimum District manning is not met, then it will be the Employee(s) responsibility to supply his or her stand-in for said hours. If stand in cannot be found, the Employee will be required to use PLD, comp time or vacation time. The Shop Steward, and the Shift Representatives, to include Assistant Steward, shall have the opportunity to attend outside Union related leadership training as approved by the Fire Chiefs office.

TRAINING HOURS, CONDITIONS, BENEFITS

Article 23

Training may be held Monday through Friday from 0900 and 1200 hours and from 1300 hours to 1600 hours. Lunch will be allowed from 1200 and 1300 hours. No outside training shall take place if the National Weather Service reports an ambient temperature of ninety (90) degrees Fahrenheit or greater, or a temperature wind chill of forty-five (45) degrees Fahrenheit or below.

Employees will be allowed to pursue their own personal interests after their daily required work assignments and training have been completed, or after 1600 hours. When battalion is scheduled to work a weekend day or any District recognized holiday, the Employee shall be permitted to pursue their own interest after the required check of all emergency equipment and daily house cleaning duties have been completed.

The Employer and Union equally recognize that it is in the best interest of the District and its residents to encourage Employees to further their training. The Employer shall provide, within the budgetary constraints of the District, per uniformed Employee covered under this Agreement, adequate opportunity to receive the necessary training for duties he or she may be required to perform. Each Employee shall be granted a training allotment of $2,500 annually for fire and EMS related training including: seminars, conferences, licensure courses, and federal mandated classes. The Fire Chief's office, with the approval of the Board of Directors, may grant additional funding to Employees. Management reserves the right to limit the number of participants attending any outside training, seminars, or conferences.

PROBATION

Article 24

All new Employees shall serve a probationary period with the District of one (1) calendar year. Management reserves the right to extend probation, and or terminate probationary Employees. Additionally, probationary Employees may be utilized to cover manpower shortages on any shift. Except as stated within this Article, probationary Employees are entitled to benefits reflected in this working Agreement. Union representation begins the first day a probationary Employee reports for duty. Probationary Employees will not be allowed to attend outside training, other than required and approved by the District. The following items begin to accumulate for a probationary Employee after he or she has worked for the District a total of six (6) months: holiday pay and education benefits. PLD is provided retroactively to the Employees start date but may not be used by the Employee until after he or she has been employed with the District a total of six (6) month. Vacation is accrued retroactive to the Employees start date but may not be used by the Employee until after he or she has been employed with the District a total of one (1) year. The following items are available immediately to a new Employee: sick leave, funeral leave, emergency leave, maternity and paternity leave, maternity duty, employee family health and dental insurance, long term disability, uniform allowance and life insurance.

DISABILITY INSURANCE & BENEFIT

Article 25

The Employer agrees to adopt and maintain a long-term disability insurance policy. This policy will provide protection to any Employee in case of permanent disability or illness. An Employee on Long Term Disability leave will be eligible for COBRA medical health insurance, including family coverage, paid by the Employer for the maximum time allowed by law.

LIGHT DUTY

Article 26

The District shall maintain a light duty policy. The Employee will work under conditions that match his/her physical rehabilitative capacity to specific essential functions of work that are less than those required within the normal established work routine. The Employee will work under the direction of the Fire Chiefs office.

ANNUAL MEDICAL EXAMINATIONS

Article 27

The Employer and Union jointly agree to adopt an annual medical testing program for potential work-related illnesses or disabilities that may arise due to the nature of the work and the exposure of the Employees to dangerous substances.

HEALTH BENEFITS

Article 28

Health Insurance Availability

All health insurance is subject to the availability of coverage through the current health insurance carrier, District No. 9, I. A. of M. And A. W. Pension & Welfare Trusts. The Parties agree that at any time during the term of this Agreement insurance is subject to change by the District. If such changes are to be made, the District shall notify the Union who will be provided with an opportunity to discuss impact.

Active Employee Health Insurance

The Employer agrees to provide major medical/dental/vision insurance to all active-duty Employees, their spouse, legally dependent children, to include legally adopted children available with the District current health insurer (District No. 9 International Association of Machinist & Aerospace Workers, Welfare Trust). The District will pay 100% of the coverage premiums but not to exceed $25,000 per year. If premiums exceed $25,000 per year, the District shall notify the Union who will be provided with an opportunity to discuss impact.

Active-Duty Employees Disabled in the Line of Duty

An active-duty Employee who becomes disabled as a result of a work-related disability shall be eligible to continue health, dental, and vision insurance coverage for the Employee, the Employee's spouse, and the Employee's legally dependent children, including legally adopted children, for a period of up to five (5) years, subject to the terms and conditions set forth below. Coverage shall continue until the earliest of the following occurs (1) the Employee becomes eligible for Medicaid or Medicare coverage; (2) the Employee is no longer covered by, or is no longer considered disabled under, the District's Long-Term Disability Insurance coverage; (3) the Employee receives a workers' compensation award or settlement; or (4) the Employee reaches the maximum five (5) year period of coverage provided under this Article.

For purposes of insurance coverage under this Article, an Employee shall be considered disabled if the Employee (1) Is certified by the Social Security Administration as having a disability within the meaning of the Social Security Act; (2) has remained continuously disabled for a period of six (6) consecutive months; and (3) is determined by a qualified physician to have a permanent disability. Once an Employee meets the requirements for disability coverage under this Article, the Employee shall remain eligible for insurance coverage for the remainder of the applicable eligibility period, provided the Employee continues to satisfy the disability requirements and the conditions of this Article.

All disabled Employees receiving insurance coverage under the disability insurance provisions of this Agreement shall be required to submit medical verification of their continued disability status on a quarterly basis. Such verification shall be provided by a qualified physician or other medical professional as required by the District or its insurance provider. If an Employee's disability status changes and the Employee's disability can no longer be medically verified, the Employee's eligibility for insurance coverage under this Article shall cease, unless the Employee has applied for and been approved for Medicare eligibility. Insurance benefits shall terminate upon the earliest applicable date established under this Article, subject to any rights or benefits otherwise provided by law or by the applicable insurance plan documents.

Retiree Health Insurance

The retiree benefit is only available only through coverage by the District current health insurer (District No. 9 International Association of Machinist & Aerospace Workers, Welfare Trust). The District will pay 100% of the coverage premiums but not to exceed $25,000 per year. If premiums exceed $25,000 per year or coverage through the current health insurer ceases, the District shall notify the Retiree.

If Retiree obtains any form of new employment that offers health insurance, the Retiree will no longer be eligible for health insurance coverage. Retiree health insurance shall not be eligible for reinstatement following new employment. To maintain the health insurance benefit, the retiree shall submit a self-certification of Employment status affidavit to the District of every November 1st. The District has the right to request new self-certification at any time or a retiree's W-2 or 1099 for verification. Additionally, the District has the right to use third party employment verification services to determine Employment status. If an Employee does not disclose employment, they forfeit the retiree health insurance benefit.

Employees hired prior to January 1, 2000, with 30 years of service

Upon retiring from the District, Employees who meet the age and or service requirements for normal retirement, with 30 years or greater of service, and a hire date prior to January 1, 2000, will retain all health, dental and vision benefits until the retired Employee reaches the age he or she is eligible for Medicare benefits.

Employees hired after January 1, 2000, with 20 years of service

Upon retiring from the District, Employees who meet the age and or service requirements for normal retirement, with 20 years or greater of service, will retain all health, dental and vision benefits for up to five (5) years, but no more than sixty (60) months or until the retired Employee reaches the age 65, or until he or she is eligible for Medicare. Retiree coverage begins on the first day of the month following date of retirement.

Following sixty (60) months, the District will make these benefits available with the employee paying for the premiums until the retired Employee reaches the age he or she is eligible for Medicare benefits or decides not to enroll.

Employees hired after January 1, 2000, with 15 years of service

Upon retiring from the District, Employees who meet the age and or service requirements for normal retirement, with 15 years or greater of service, will retain all health, dental and vision benefits for up to three (3) years, but no more than thirty-six (36) months or until the retired Employee reaches the age 65, or until he or she is eligible for Medicare. Retiree coverage begins on the first day of the month following date of retirement.

Following thirty-six (36) months, the District will make these benefits available with the employee paying for the premiums until the retired Employee reaches the age, he or she is eligible for Medicare benefits or decides not to enroll.

Employees hired after January 1, 2000, with less than 15 years of service

Upon retiring from the District, Employees who meet the age and or service requirements for normal retirement, with less of service than 15 years, will retain all health, dental and vision benefits for up to one (1) years, but no more than twelve (12) months or until the retired Employee reaches the age 65, or until he or she is eligible for Medicare. Retiree coverage begins on the first day of the month following date of retirement.

Following twelve (12) months, the District will make these benefits available with the employee paying for the premiums until the retired Employee reaches the age, he or she is eligible for Medicare benefits or decides not to enroll.

Missouri Fire Fighters Critical Illness Pool Coverage in Retirement

The Employer agrees to provide coverage to all retried Employees with through the Missouri Fire Fighters Critical Illness Pool with minimum 5 years of service with the District, for 15 years following retirement or until age 70.

HEALTH REIMBURSEMENT ACCOUNT

Article 29

The District agrees to provide a health reimbursement account (HRA) for each active Employee. The allocated amounts shall be equal among all Employees and can be utilized for copays, deductibles, and other vision and dental benefits. The HRA plan will be reviewed annually to coincide with any changes to the health insurance plan.

The Employee may elect for a spouse and/or eligible dependent children to use funds. A dependent child is defined as any individual who qualifies as a dependent under Code Section 152 (as modified by Code Section 105(b)). Any child of a Participant who is an "alternate recipient" under a qualified medical child support order under ERISA Section 609 shall be considered a dependent under the HRA Plan.

A Participant's child may remain on the HRA plan until the end of the calendar year in which the dependent attains age 26. A Participant's "Child" includes his or her natural child, an adopted child, or a child placed with the Employee for adoption. It may also include stepchildren and/or foster children if elected on the Adoption Agreement. A Participant's Child will be an eligible until reaching the limiting age of 26, without regard to student status, marital status, financial dependency or residency status with the Employee or any other person. When the child reaches the applicable limiting age, coverage will end at the end of the calendar year. An Employee will be required to reimburse the Employer for any claims paid out for ineligible individuals filed under the Employee's HRA and could result in disciplinary action.

This Article is subject to the availability of the District's current health reimbursement account provider plan terms, and insurance provider plan, DISTRICT NO. 9, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, WELFARE PLAN.

The Parties agree that at any time during the term of this Agreement, this article may be re-opened for negotiations or discussions by either Party.

LIFE INSURANCE

Article 30

The Employer agrees to maintain life insurance for all active Employees, of twice the Employees base annual salary, not to exceed $250,000. Furthermore, the Employer agrees to pay 100% of the premium cost of life insurance for active Employees. Life and accidental death and dismemberment reduces as follows: (1) 35% at age 65, 70, 75; (2) 25% at age 80, 85, 90, and 95; (3) coverage terminates at retirement.

DEFERRED COMPENSATION

Article 31

The Employer agrees to administer a deferred compensation or 457 Plan for all Employees who so elect to participate. The Employer will deduct any amounts certified by the Employee from his or her payroll checks.

RETIREMENT ELIGIBILITY
Article 32

Normal Retirement Age:
You will reach normal retirement age under the plan when you turn age 55.

Early Retirement Age:
You will reach early retirement age under the plan when you attain all of the following:

- Age 50
- Completion of 10 years of service

Employee(s) are vested in the districts pension plan with 6 years of service. Early Retirement does not qualify for the health care benefit except for what is available through COBRA.

PENSION
Article 33

The Employer agrees to maintain a defined contribution pension plan for all Employees, following the appropriate Revised Statutes of the State of Missouri. The pension plan is for full time, active Employees only.

V.E.B.A. ACCOUNT
Article 34

The Employer agrees to set up a Voluntary Employee's Beneficiary Association (V.E.B.A.) account for all active Employees at the starting rate of $300 per year, per Employee. Employees are not eligible for payment until completion of one year of service.

Employees hired prior to January 1, 2000, with 30 years of service

Employees who meet the age and or service requirements for normal retirement, with 30 years of service, and a hire date prior to January 1, 2000, shall be reimbursed the cash value of unused sick time to their V.E.B.A. account, upon normal retirement.

Employees hired after January 1, 2000

Employees who meet the age and or service requirements for normal retirement shall be paid $250 per unused twenty-four (24) hour sick day per calendar year, awarded each year, after accumulating the maximum allowed sick day bank of sixty (60) days (equivalent to one thousand four hundred and forty (1,440 hour), roughly thirty (30) weeks) at normal retirement. The maximum amount of payment for all sick time shall not exceed $15,000.

CALL IN PAY
Article 35

The Employer agrees to compensate off duty personnel, when approved and acting in the capacity of a move-up guide or special assignment. The Employee(s) will be compensated at one and one half times his or her normal rate of pay for a minimum of four (4) hours.

Employees offered voluntary overtime shall accept or decline the assignment within fifteen (15) minutes of the Employer's initial contact. Failure to answer or otherwise respond within the required response period shall constitute a declination of the overtime opportunity.

An Employee who declines, or is deemed to have declined, a voluntary overtime opportunity by failing to respond shall not be entitled to mandatory overtime premium pay for the same work assignment if subsequently required to work due to operational necessity. In such cases, the Employee shall be compensated at the applicable overtime rate that would have applied had the voluntary assignment been accepted.

SALARY
Article 36

All new Employees will be compensated on a progressive pay grade or the experience base pay scale policy, progressing one pay grade per year, until reaching the base pay rate on the Employees third anniversary of their start date.

The hourly pay rate of paramedic/firefighter Employees will be as follows:

Position	Hourly Base Pay Rate
Battalion Chief	$34.96
Captain	$33.96
Lieutenant	$33.33
Private (3+ years)	$32.58
Engineer	$32.58
EMT-Firefighter	$31.58
Firefighter-Paramedic/Paramedic Private (3 year)	$32.58
Firefighter-Paramedic/Paramedic Private (2 - 3 year)	$30.17
Firefighter-Paramedic/Paramedic Private (1 - 2 year)	$26.33
Firefighter-Paramedic/Paramedic Private (0 - 1 year)	$24.12

Additional Compensation

During the term of this Agreement, the parties may mutually agree to additional wage increases without reopening or renegotiating the remaining provisions of this Agreement.

Any additional wage increase shall be documented in a written amendment or memorandum of agreement, approved by the Board of Directors. Such amendment or memorandum shall identify the amount or percentage of the increase, the effective date, and any other applicable terms.

Except as expressly modified by such written amendment or memorandum, all other provisions of this Agreement shall remain in full force and effect.

LONGEVITY PAY

Article 37

Employees hired prior to September 21st, 1998, after three (3) years of service, a longevity rate of (1%) is earned with an additional (0.5%) for each year thereafter. Employees hired on or after September 21st 1998, after six (6) years of service, a longevity rate of (2.5%) is earned. An additional (0.5%) is earned for each year thereafter.

OVERTIME

Article 38

Any hours worked by battalion Employees in excess of two hundred-twelve (212) hours in a twenty-eight (28) day cycle will be paid at time and a half their base hourly rate plus longevity and double time for mandatory overtime.

The following is a list of absences from the individuals regularly scheduled battalion duty assignment that will disqualify overtime pay for the scheduled overtime in that period. The overtime attributed to their battalion schedule within that twenty-eight (28) day cycle will be deducted appropriately for each hour the individual was absent, hour for hour, from that Employees overtime pay. An Employee is ineligible to be offered overtime when on benefit time, including bereavement, vacation, comp, PLD, sick, or Workers Comp. In a time of emergency, the Fire Chief or Assistant Fire Chief may call employees on benefit time to fill the needs of the District.

- Absence due to tardiness
- Absence due to not reporting for duty
- Absence due to discipline/suspension
- Absence due to sick leave
- Absence due to workers compensation

When the need for overtime occurs, the Battalion Chief, Acting Battalion Chief, or Fire Chief will determine whether it will be performed by a captain, engineer, paramedic, or fire fighter. The overtime assignment will be offered to the most senior qualified Employee, with the least amount of overtime hours worked in the current calendar year. Declining overtime will not be held against the Employee; the Employee will remain in their current place on the list. When an Employee accepts, they will be placed on the list according to the hours taken

in that calendar year. The overtime list resets based on seniority, at the beginning of each calendar year. There are two (2) overtime list that rotate in this manner: twelve (12) hours or less, and over twelve (12) hours to twenty-four (24) hours. These lists will be maintained by the Battalion Chief or Acting Battalion Chief on duty.

If the Employee eligible for overtime is on duty, he or she will be verbally invited to accept the overtime. If the eligible Employee is not on duty, the Battalion Chief or Acting Battalion Chief will telephone the Employee using the current overtime phone list. It is the Employees' responsibility to make sure their contact information is current. If the eligible Employee does not answer their phone number(s) listed on the overtime call lists, the Employee will be considered unavailable to accept the overtime assignment; the Battalion Chief or Acting Battalion Chief will then assign the overtime work to the next senior qualified Employee on the appropriate list.

In the event no Employee accepts the overtime needed by the District, the Battalion Chief or Acting Battalion Chief will assign the overtime to qualified Employees in the reverse order of seniority. Overtime work assigned on this basis is mandatory. An Employee may not decline or refuse to work mandatory overtime. The Employer agrees to compensate mandatory overtime Employees at two (2) times his or her normal rate of pay for each hour worked. No Employee may be required to accept mandatory overtime more than once in a calendar year, unless all Employees have served mandatory overtime in a calendar year.

Furthermore, mandatory overtime will be assigned by the Battalion Chief to the lowest seniority member, with the least number of mandatory hours.

1. Members on scheduled time off will not be eligible for mandatory. Scheduled time off is defined as the day following their last scheduled on-duty shift through the members first scheduled shift back to work. Members may not be assigned mandatory after working seventy-two (72) consecutive hours.

2. The overtime person may choose any position, based on their seniority, except those occupied by a permanently assigned employee. Examples of permanently assigned positions are B/C, Captains, Full-time Engineers, and 1 Jumpseat position per truck, LT and, Attendant on 5017.

Mandatory Overtime During Emergencies

In the event of an emergency, disaster, major incident, staffing crisis, or other circumstance requiring an "all hands-on deck" response, the Fire Chief or designee may require employees to work mandatory overtime or remain on duty beyond their regularly scheduled shift. Employees are expected to report for and remain on duty as directed and may not refuse or leave an assigned shift without authorization from the Fire Chief or designee. Failure to comply with a mandatory overtime assignment, absent an approved excuse or circumstances beyond the employee's control, may result in disciplinary action in accordance with District policy.

FAIR LABOR STANDARDS ACT (F.L.S.A.) COMPLIANCE

Article 39

All aforementioned pay rate and overtime Articles within this Agreement are intended to strictly comply with all current federal wage laws, and the Fair Labor Standards Act (F.L.S.A.) of 1938, to include all current and future amendments.

WORKING OUT OF CLASSIFICATION

Article 40

An Employee who accepts responsibilities and carries out duties of a position or rank above that which he or she normally holds, shall be paid at the rate for that position or rank, including longevity or overtime, while so acting. If an Employee of a higher position or rank works at a lower position or rank, he or she will receive his or her regular rate of pay.

UNIFORM ALLOWANCE & PROTECTIVE GEAR

Article 41

All employees will receive up to $600 per year to purchase and maintain District uniforms upon submitting purchase receipts and/or through tracked usage balances from orders. All clothing must come from District approved vendors. Newly hired Employees will receive an additional $600 in uniform allowance, not to exceed $1,200 with the first 12 months. Employees who receive a promotion that includes a title change will be provided an additional $600 stipend to be used within six (6) months of receipt.

An Employee who voluntarily separates from employment within three (3) months after receiving clothing or utilizing the annual clothing allowance shall reimburse the District for the full cost of the clothing or allowance. If separation occurs between three (3) and twelve (12) months after receipt, reimbursement shall be prorated based on the number of full months worked following the purchase. The District may deduct any amount owed from the Employee's final paycheck to the extent permitted by law, or the Employee shall otherwise reimburse the District within thirty (30) days of separation.

The District agrees to reimburse the employee for purchase of the following: t-shirts, ¼ zip sweatshirts, crewneck sweatshirts, full zip and quarter zip hoodies, red shirts, polos, ball cap, stocking cap, rain jacket, custom helmet shield. Work approved: pants and shorts, extrication or fire gloves, steel toe work boots or station boots, and black uniform belt. All items must be Robertson branded.
Personal firefighter tools upon approval.

The District shall furnish N.F.P.A. approved bunker pants, bunker coat, boots, gloves, helmet, hood, suspenders, and respiratory apparatus at no cost to the employee. Items of uniform equipment damaged during the course of emergency operations or required duties will be replaced at the expense of the district. If the employee is careless or thoughtless in the care of their issued gear, it will be the employee’s responsibility to repair or replace said gear. All uniforms, gear and equipment shall be made in the USA whenever possible.

SICK LEAVE INCENTIVE

Article 42

The time period for this Article shall be January 1st to December 31st of a calendar year. If eligible, the District will pay the Employee on the first pay day in January the amount of $2,000 for taking no more than 72 hours of sick time during the time period. The number of sick shifts or occurrences will not be factored into eligibility for this benefit.

In order to be eligible for the sick leave incentive, the Employee is required to provide a doctor's note for the sick absence for each sick occurrence to the District's Medical Officer within 72 hours of the absence. Comp time, PLD and vacation time cannot be used in lieu of sick time.

EDUCATION LEAVE & CERTIFICATION BENEFIT

Article 43

Education Leave

Employees will be allowed Education Leave as listed below. Only one employee per day will be approved for Education Leave, and it will be approved for the first person who submits for the Education Leave. If two employees submit at the same time, the most senior employee will be approved for Education Leave.

Education Leave must be taken in a minimum of 8-hour increments. If overtime is needed, then the overtime guidelines will be followed for filling overtime. Education Leave will be used only for classes approved by the Fire Chief and Assistant Fire Chief. Additional time for Educational Leave may be approved by the Board of Directors if the following conditions are met (1) there is a benefit to the District, (2) there is a need for additional personnel to acquire the certification.

All Education Leave must be submitted at least 7 days prior to the requested leave. Firefighters will be allowed the following time off for Education Leave, manpower permitting:

- 0 months-4 years of service — 24 Hours Education Leave per year
- 5 years of service- 15 years of service- 36 Hours Education Leave per year
- 16 years – Retirement- 48 Hours Education Leave per year

Battalion Chief & Captains will be allowed the following time off for Education Leave:

- 72 Hours Education Leave per year

Companies shall be allowed to attend Special, Regional and Phase training by striking out-of-service for the duration of the scheduled training. Companies are required to remain poised and alert for an emergency call back for manpower at emergency alarms within the District.

Certification Benefit

The Employer also agrees to provide annual compensation to Employees who acquire and maintain the following certifications to be paid in December of each year. Certification compensation will begin the year certification occurs. Compensation shall not occur in the calendar year a certification expires unless Employee provides proof of recertification within the same calendar year:

Certification	Compensation
Critical Care Paramedic	$1000
Community Paramedic	$500
HazMat Technician	$500
Technical Rescue	
Swift Water (total possible compensation is $800 per year)	
Operations & Awareness	$100
Boat Operation OR Swift Water Technician	$600
BOTH Boat Operation & Swift Water Technician	$800
Rope Rescue	$500
Vehicle/Machinery Rescue	$500
Confined Spaces Rescue	$500
Structural Collapse	$500
Trench	$500
Acting Captains and above:	
Fire Officer	
Officer ll	$500
Officer llI	$600
Officer lV	$700
Incident Safety Officer	$500

HOLIDAY PAY

Article 44

Employees will be entitled to compensation in the amount of $200 per day for the following federally recognized holidays: New Year's Day, Christmas Day, M.L. King's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving, Indigenous People's Day, Juneteenth and President's Birthday. This will be paid annually, no later than the last payday in December.

EDUCATION REIMBURSEMENT & BENEFIT

Article 45

Employees shall be reimbursed for approved tuition costs, including textbooks, upon successful completion of the class with a grade of "C" or better. To receive reimbursement, the Employee must submit a copy of their grade(s), tuition, book receipt(s), and other course required expenses. Any Employee wishing to utilize educational reimbursement must submit a request containing approximate hours, and cost, prior to enrollment. The request must be submitted to the Fire Chief's office. The Fire Chief or his designate shall determine if a class is qualified to receive reimbursement. Employees' educational expenses are limited to the annual compensation dollar amount outlined in Article 23. This benefit may only be utilized by Employees pursuing a degree in fire related, EMS related, business management, and or business administration degree programs. An Employee will also be paid $1 per month for each college credit hour for the above-mentioned areas of study, with a maximum benefit of $150 combined credit hours or $150 per month.

SHIFT EXCHANGE

Article 46

Employees may utilize shift exchanges with other active Employees, up to a total of two hundred-eighty-eight (288) hours per calendar year. In the event that an Employee has encountered some unforeseen circumstance or is approaching the maximum allowable hours, the Employee may consult with the Fire Chief's office for additional approval. Employees may be allowed to utilize their own earned leave time while working for another Employee on a shift exchange, without causing overtime. The Employee that agrees to the shift exchange will assume full responsibility for all hours worked for the shift to be exchanged. Shift exchanges must not interfere with the operation of the District and must not incur cost to the District.

PARAMEDIC TRAINING

Article 47

If the Employee attends an approved PACS, PALS, or PHTLS class while on duty and minimum District manning is met, the Employee will not need a stand-in. If minimum District manning is not met, then it will be the Employee's responsibility to supply his or her stand-in for said hours. ACLS is a required class for Missouri paramedics. The District will allow up to one Employee to attend this class on duty, regardless of District manning. If two or more Employees wish to attend this class on the same day, then seniority will prevail. If the same class is offered multiple days, it will be the responsibility of the Employee to provide his or her stand-in. The Employee will not be allowed to attend class on duty if the class was offered by the District within the past twelve (12) months. ACLS will not count against an Employee's annual allotted dollar amount for training, if the class was not offered by the District within the past twelve (12) months. All paramedic renewal type classes must be approved by the Medical Officer or Fire Chief.

RULES AND REGULATIONS

Article 48

At this time, all policies will be developed by Lexipol in accordance with Federal and State law. All policies will be available for personal review through an online system to be implemented by the District through Lexipol. Two District shop members may attend the Administrative onboarding process.

REVIEW OF EMPLOYEE FILE
Article 49

An Employee has the right at any time to request a review of his or her official employment file. This request must be made to the Fire Chief who will set an appointment that is mutually agreeable. The Chief and or his or her designee will be present during the review.

PROMOTIONS
Article 50

Promotional procedure(s) will be determined by the Administration and/or the Board Directors. The Board of Directors may choose to utilize the prior promotional process if it occurred within the last 6 months to promote to the same position or call for a new promotional process. Only the Board of Directors has the statutory authority to hire

STAFFING LEVEL
Article 51

The Employer agrees to adopt and maintain a policy regarding the necessary minimum and maximum staffing to operate emergency vehicles, in regard to serving the residence of the District and the safety of its Employees.

PERSONNEL REDUCTION
Article 52

In case of personnel reduction, the Employees to be laid off first will be selected according to seniority. Seniority will be established by the Employees start date. The least senior Employee will be the first laid off, and so on. All bargaining unit Employees will be included in this seniority list regardless of rank or position. No new Employees will be hired, until all laid off Employees have been given the opportunity to return to work.

RECREATIONAL FACILITIES
Article 53

The Employer agrees to purchase recreational and fitness equipment for all engine houses. The Employer agrees to repair or replace equipment, and furnishings, as needed, due to normal wear.

SUPPLIES
Article 54

The Employer agrees to let Employees obtain necessary supplies and or food while on duty, in radio service.

ECONOMIC CONDITIONS
Article 55

Should the economic condition of the District increase or decrease both Parties agree to discuss the status of Employee benefits and monetary items.

SAVINGS CLAUSE
Article 56

If any provision(s) of this Agreement or the application of such provision(s) be rendered or declared invalid by any court action, or by reasons of any existing or subsequent enacted legislature, the remaining parts of this Agreement shall remain in full force and effect.

SUCCESSORS
Article 57

This Agreement shall be binding upon the successors and assigns of the Parties hereto, and no provisions, terms, or obligations herein contained shall be affected, modified, altered, or changed in any respect whatsoever by the consolidation, merger, annexation, transfer, or assignment of either Party hereto, or by any change in the location, or place of business of either Party.

SHIFT SELECTION
Article 58

The District shall maintain a shift selection policy and to be decided upon by the Administration and Board of Directors.

PRESUMPTIVE ILLNESS
Article 59

The District shall maintain a Presumptive Illness policy to be reviewed and recommended by the Labor Management Committee and to be decided upon by the Administration and Board of Directors.

DURATION OF AGREEMENT
Article 60

This agreement will expire on December 31, 2030. The duration of this may be extended if mutually agreed upon by all parties.

MANAGEMENT RIGHTS

Article 61

The Union recognizes that all management functions specifically limited by this agreement are vested exclusively in the District. Such functions include, but are not limited to, the direction of the working force; the utilization of employees on any work assignment whether connected to their customary job or not; the right to hire, transfer, promote, demote, layoff, discipline and/or discharge employees; to set work schedules or change schedules already set; to control overtime and the necessity of an employee working overtime; to make and implement reasonable rules and regulations; and to ensure any and all other management for the operation and monetary function of the District.

Any of the management's rights, powers, functions, or authority which the District had prior to the signing of this agreement with the Union are retained by the District.

---------- END OF ARTICLES ----------

The parties understand that the changes in this document become effective January 1, 2027.

*There may be some editing needed for consistency.