

Item	<u>ARTICLE VII, Section 3. Income Protection: Subd 6. Qualifying teachers within the first three years of employment will automatically be enrolled in Supplemental Short-Term Disability at the employee's expense. An employee has the option to waive this benefit during open enrollment, initial employment, or as a result of a qualifying life event. All benefits are defined under the district's selected plan.</u>
16	
191	
2.21	