

Item 3	ARTICLE IV Section 11. Teacher Organization Absence Subd. 5. The BEA president shall be released full-time
191	without loss of pay, benefits, or seniority in order to conduct duties as President. The teacher serving as BEA
	<p data-bbox="302 275 1443 380">president shall retain all rights to his/her assignment held in the school year prior to the release time. The BEA shall compensate the district 50% of the average salary and benefits of the teacher's unit per year. 50% of the cost of the average salary and benefits of the teacher's unit shall be incorporated into the 2021-2023 contract settlement. The BEA agrees to notify the District by April 1st of each year as to who this individual will be for the following year.</p> <p data-bbox="302 411 1443 527">The exclusive representative hereby warrants and covenants that it will defend, indemnify and save the school District harmless from any and all actions, suits, claims damages, judgments, and executions or other forms of liability, liquidated or un-liquidated, which any person may bring, now or in the future, arising out of legal challenges to Article IV Section 11.</p>