Docusign Envelope ID: E70F1C03-C95D-8890-800F-2158834BF60A

MOU: CAREER ENHANCEMENT/GROWTH PROGRAM

During negotiations for the 2027-2029 successor agreement, the parties reached agreement on the following regarding the Career Enhancement/Growth Program (CEGP):

A. On July 1, 2027, the Employer will sunset the CEGP and convert all CEGP steps on all pay tables to automatic steps. Employees will move to the newly converted automatic steps based on their progression start date in accordance with Article 45.2 Annual Salary Adjustment.
B. Employees on a CEGP step that is converted to an automatic step on July 1, 2027, will remain on their current step.
C. The Parties agree that on July 1, 2027, Article 45.19 Career Enhancement/Growth Program will be removed from the CBA as well as all references to the CEGP.
D. This MOU will expire upon implementation.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Catherine Scheid 9BED1964C6434D0...
Date: 9/20/2026	Date: 9/20/2026