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ARTICLE 12: LICENSURE AND CERTIFICATION

12.1.

The Employer will continue its current practices related to licensure and certification.

12.2.

When the Employer requires a new license and/or certification, the Employer will reimburse the employee for the initial cost of the new license and/or certification, including all required training, education, and fees, as determined by the Employer. Thereafter, the employee will be responsible for maintaining the license and/or certification and for all renewal costs. As determined by the Employer, individual departments may reimburse employees for maintenance and renewal costs.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026