

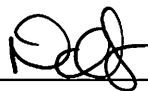
#### ARTICLE 4 NONDISCRIMINATION

The District shall comply with all applicable federal, state, and local anti-discrimination laws and regulations, as well as all applicable Board policies.

The District and Association shall not discriminate against any bargaining unit member in matters of salaries, fringe benefits, similar terms and conditions of employment, or any other conditions of this Agreement on the basis of race, sex, color, religion, age, physical handicap, marital status, change in marital status, political affiliation, or national origin.

{01572723}

For District:



For KPESA:



Date:

4/17/2025

Date:

4/17/2025

District Counterproposal - 4/17/25