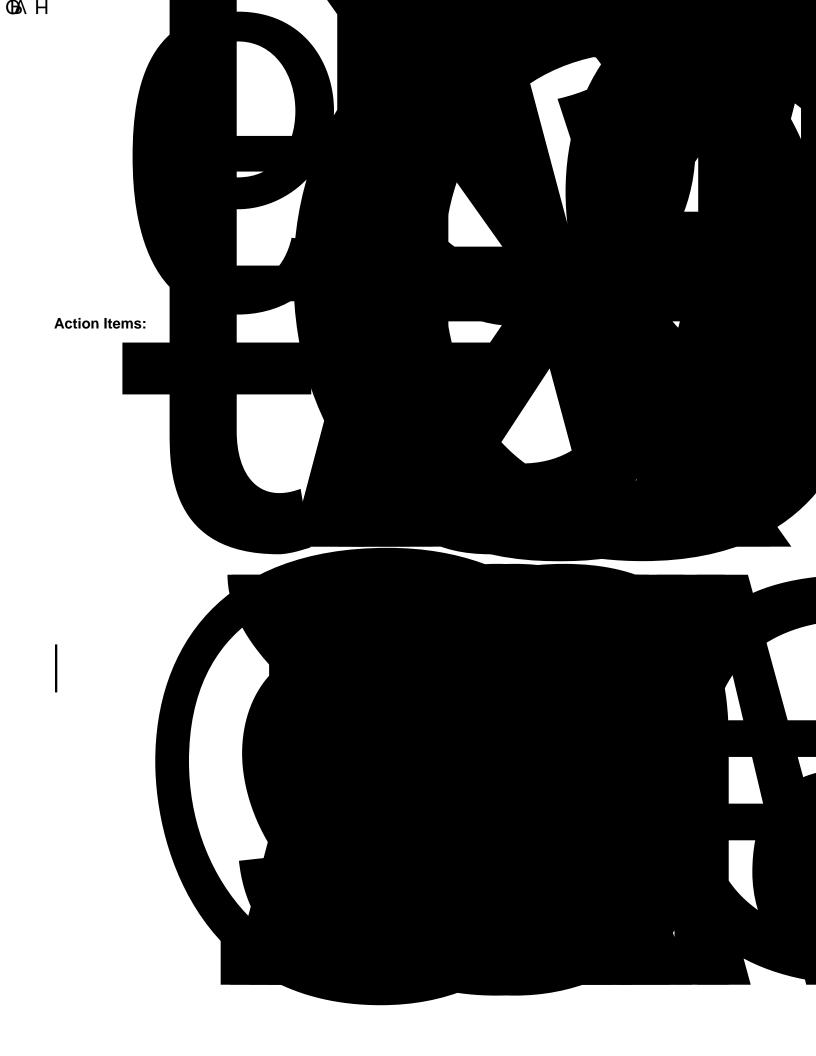
	Page 3 of 8





**HB 438** 

Tenure/Post-Tenure