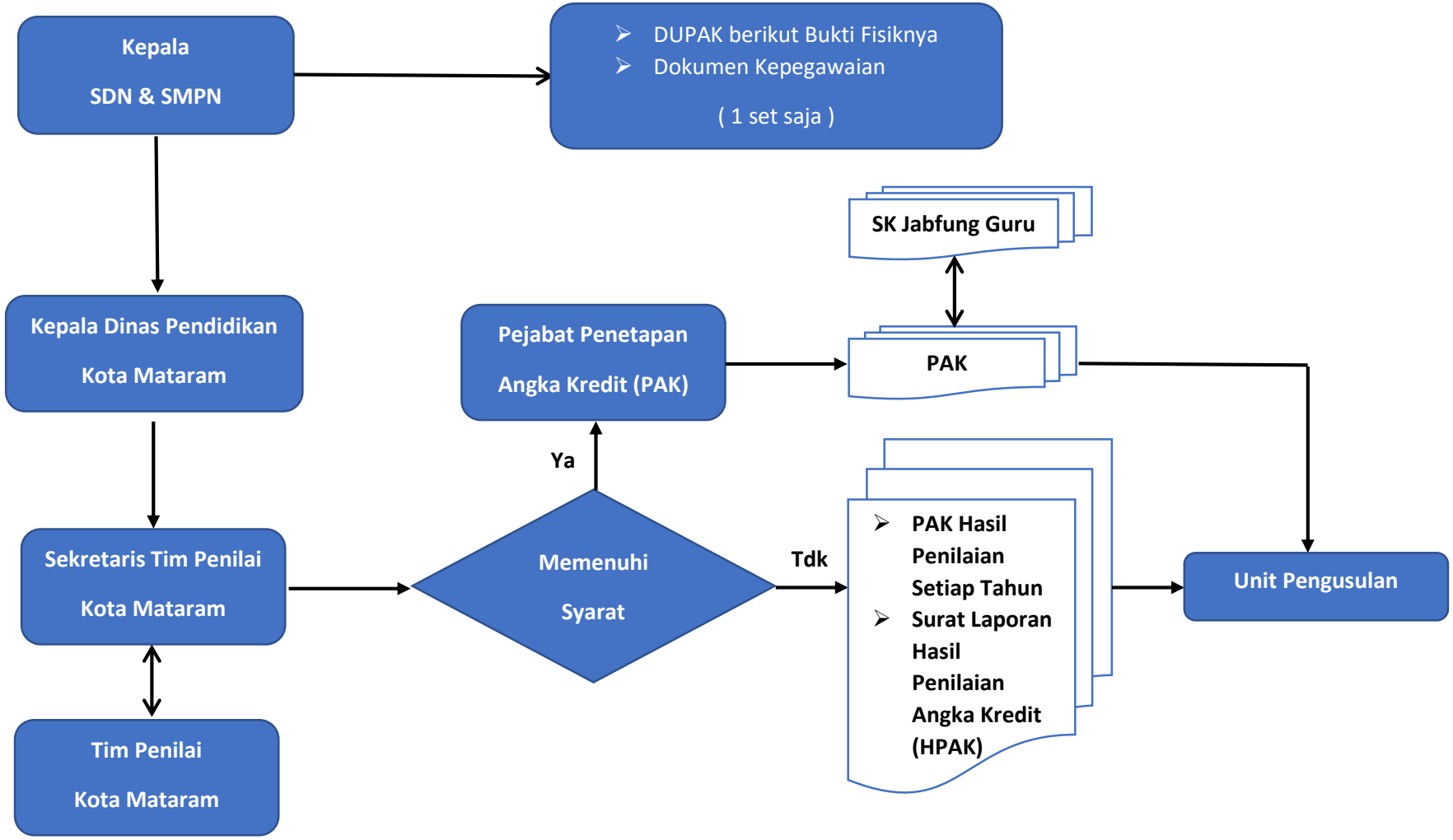Proses Pengusulan Dupak Jabatan Fungsional Guru