



**FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT**  
***Human Resources Department***

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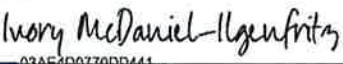
**MEMORANDUM OF AGREEMENT**

**SHIFT CHANGES**

The Education Support Staff Association (ESSA) and the Fairbanks North Star Borough School District (District) agree a supervisor and employee can agree to suspend the five (5) day notice requirement for shift changes for COVID-19 related site and/or staffing requirements under Article 7.9 of the Negotiated Agreement from August 12, 2020 through December 31, 2020.


The five (5) day notice requirement will resume on January 1, 2021 unless the parties agree to an amended date.

***Agreed to by the Fairbanks North Star Borough School District:***

DocuSigned by:  
  
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Ivory McDaniel-Ilgenfritz  
Executive Director of Human Resources

8/31/2020

Date

DocuSigned by:  
  
E26D1A765D92447...  
Wendy Dominique, President  
Board of Education

9/16/2020

Date

***Agreed to by the Education Support Staff Association:***

DocuSigned by:  
  
AAB82D666B4645C...  
Jasmine Adkins-Brown  
President

8/31/2020

Date