

# TENTATIVE AGREEMENT

## 1.1 General Recognition

The Fairbanks North Star Borough Board of Education, hereinafter referred to as the "District," recognizes the Education Support Staff Association, hereinafter referred to as the "ESSA," as the exclusive representative of all regular education support personnel of the Fairbanks North Star Borough School District.



Ivory McDaniel-Ilgenfritz. Date  
District Chief Spokesperson

2-22-22



Mary Ward. Date  
ESSA Spokesperson

2-22-22