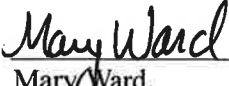


TENTATIVE AGREEMENT

**1.3 Regular Education Support Employee Definition**

Unless otherwise indicated, the term "regular education support employee" when used hereafter in this Agreement shall refer to all education support employees whose employment qualifies them for membership in the Alaska Public Employees' Retirement System.

 2-22-22  
Ivory McDaniel-Ilggenfritz. Date  
District Chief Spokesperson

 2-22-22  
Mary Ward. Date  
ESSA Spokesperson