

TENTATIVE AGREEMENT

19.1 Effective Period

This Agreement shall be effective as of July 1, 2023, and shall continue in full force and effect until June 30, 2026.

DocuSigned by:
Ivory McDaniel-Ilgenfritz 8/4/2023
Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

DocuSigned by:
Mary Ward 8/4/2023
Mary Ward Date
ESSA Spokesperson