

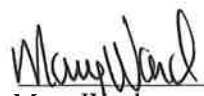
TENTATIVE AGREEMENT

**2.3 The ESSA Business Leave Bank**

One hundred twenty (120) days of leave with pay shall be made available for ESSA business leave use each contract year. The ESSA shall reimburse the District for substitute costs when a substitute is employed. When possible, the ESSA shall provide twenty-four (24) hours' notice of intent to use ESSA business leave. The ESSA may carry over up to twenty (20) days per year of ESSA business leave from the preceding year, but may not exceed one hundred forty (140) days.

Only the ESSA president may authorize use of ESSA business leave

 9/19/22  
Ivory McDaniel-Ilggenfritz Date  
District Chief Spokesperson

 9/19/22  
Mary Ward Date  
ESSA Spokesperson