

TENTATIVE AGREEMENT

5.1 Definitions

- a. A "Grievant" shall mean an employee or group of employees or the ESSA filing a grievance.
- b. A "Grievance" shall mean a claim by a grievant that a dispute or disagreement exists involving interpretation or application of the terms of this Agreement. A grievance occurs after an informal meeting between the employee and his/her supervisor.
- c. A "Meeting" shall mean both parties working together to solve the problem/dispute. Meetings shall not be unreasonably delayed except by mutual agreement. The meeting shall be an effort by both parties in an effort to solve the problem/dispute.
- d. An "ESSA Representative" shall mean a person designated by the ESSA President prior to the meeting.
- e. "Problem/Dispute" shall mean a disagreement between management and employee(s) that leads to an action.



Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson

2-22-22



Mary Ward. Date
ESSA Spokesperson