

TENTATIVE AGREEMENT

5.2 Time Limits

- a. Time limits provided in this Agreement may be extended by mutual agreement when signed by the parties.
- b. Failure at any step in this procedure to communicate the decision on a grievance within the specified time limit shall permit the lodging of an appeal at the next step of the procedure.
- c. Any grievance not advanced by the grievant from one step to the next within the time limits of that step shall be deemed resolved by the answer at the previous step.



Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson

2.22.22

Mary Ward 2.22.22
Mary Ward. Date
ESSA Spokesperson