
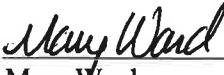


TENTATIVE AGREEMENT

7.19 Indemnification

Provided an employee is acting in good faith, is not determined to be negligent, nor acting with intent to cause harm, and is acting under the direction of a supervisor within the scope and course of employment duties, the employee will be indemnified or insured.


Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson


Mary Ward. Date
ESSA Spokesperson