

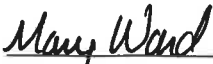
TENTATIVE AGREEMENT

7.9 Shift Changes

Employees shall be given five (5) workdays' notice of required shift changes.



Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson 2-22-22

 2-22-22

Mary Ward. Date
ESSA Spokesperson