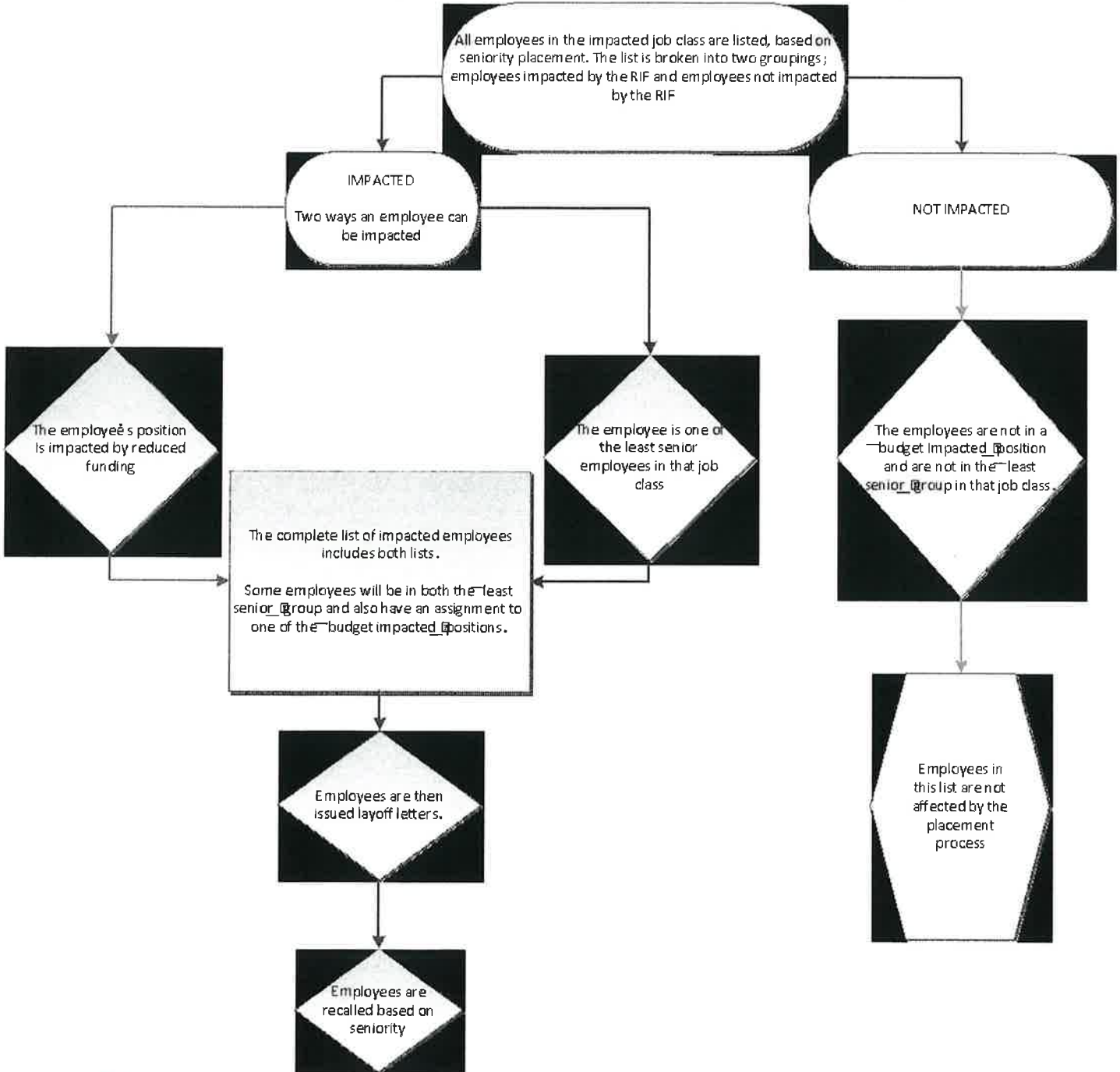


TENTATIVE AGREEMENT


Appendix A – ESSA Layoff & Negative Impact Process

When the District experiences financial challenges that have result in reductions to specific job classifications, the following process is used to meet the contractual obligations laid out in Article 7.2 of the ESSA Negotiated Agreement.

The graph below outlines who is impacted by a layoff action and details the first step of the process.




Ivory McDaniel-Ilgenfritz. Date 7.22.22
District Chief Spokesperson


Mary Ward. Date 2-22-22
ESSA Spokesperson

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Appendix A cont.

Once the list of employees being impacted has been determined, the following layoff/recall process is followed for each impacted employee.

