

TENTATIVE AGREEMENT

**ARTICLE 17 - CONCLUSION OF COLLECTIVE BARGAINING**

This Agreement is the entire agreement between the District and the ESSA. The parties acknowledge they have fully bargained with respect to terms and conditions of employment and have settled them for the duration of the Agreement. This Agreement terminates all prior agreements, practices, and understandings, and concludes all collective bargaining for the duration of this Agreement, except as provided herein.

DocuSigned by:

*Ivory McDaniel-Ilgenfritz* 8/4/2023

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Ivory McDaniel-Ilgenfritz Date  
District Chief Spokesperson

DocuSigned by:

*Mary Ward* 8/4/2023

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Mary Ward Date  
ESSA Spokesperson