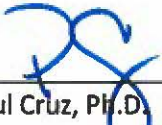


**CONSULTATION AGREEMENT
BETWEEN THE
AUSTIN INDEPENDENT SCHOOL DISTRICT
AND EDUCATION AUSTIN**

SUBJECT: LEAVE TIME TO BECOME A U.S. CITIZEN

Pending approval by the Board of Trustees, the Austin Independent School District and Education Austin agree to the following beginning in the 2018-2019 school year:

Seeing that our country was founded upon democratic principles that are strengthened through a diverse, inclusive population, and immigration policies that provide the ability to become an active citizen in our democratic process, AISD employees will be provided one (1) civic leave day to attend their naturalization ceremony as a show of respect to this momentous event in our employees' lives.



Paul Cruz, Ph.D.
AISD Representative

6/25/18

Date



Ken Zarifis
EA Representative

6/25/2018

Date