

TENTATIVE AGREEMENT


6300 Sick Leave Bank:

There is hereby created a Sick Leave Bank which shall be administered by a Sick Leave Bank Committee. The committee shall consist of four (4) members, two (2) from FPA and two (2) selected by the Superintendent. Approval or denial for leave by the committee shall be final.

1. A principal shall be eligible to become a member of the Sick Leave Bank upon employment with the District.
2. A principal who wishes to join the FPA Sick Leave Bank must make a donation of at least one (1) day and not more than five (5) days of sick leave to the Sick Leave Bank. Principals who participate in the Bank may transfer up to five (5) days annually thereafter. All leave transferred to the Bank is final. Submission of the paperwork confirming the donation must occur by September 30th, or within the first thirty (30) days following a principal's hire in the FPA bargaining unit, whichever is later. Membership in the Sick Leave Bank will be effective upon the transfer of sick leave from the principal's sick leave account into the Bank.
3. A contributing member will be permitted to draw not more than twice the number of days of sick leave the member has accumulated on July 1 of each year, or twenty-four (24) days, whichever is greater, to a maximum of sixty (60) days in any one (1) school year from the Bank, or not more than a total of one hundred eighty (180) days during his/her entire employment with the District. Any member of the Bank who has received a Sick Leave Bank grant of twenty-four (24) days or more in any school year must make a subsequent contribution to the Sick Leave Bank of at least two (2) days, before he/she will be eligible to receive another grant.
4. In cases of severe illness or extreme hardship, a member may be granted additional days in accordance with AS 14.14.105. In unique situations, members may donate blocks of time to any designated member of the bargaining unit with the consent of the Sick Leave Bank Committee. In the event that all such days specifically donated are not needed, they will be remitted to the respective donor(s).
5. Only Sick Leave Bank members may withdraw from the Bank. Requests for withdrawal from the Bank may be approved by the committee when the following conditions have been satisfied:

- a. When all of the principal's accrued sick leave has been exhausted;


Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson

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- b. When the principal has been on personal leave or, if personal leave has been exhausted, or if has been on leave without pay for at least five (5) work days; and
 - c. When a doctor's certificate is presented, verifying the principal's need for leave.
6. The principal whose application has been approved by the committee will be reimbursed for any of the days of leave without pay and these days will be charged against the amount authorized from the Sick Leave Bank.
 7. Each principal retiring or resigning may contribute five (5) days of his/her unused sick leave to the Sick Leave Bank.
 8. The sick leave days donated to the Bank shall be cumulative from year to year.
 9. A request for contributions may be held upon approval of the committee.



Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson

2.25.22



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Grant Guy Date
FPA Spokesperson