



TENTATIVE AGREEMENT

6800 General Provisions for Unpaid Leaves:

1. Unpaid leave status must be approved in advance by the principal's supervisor. Unpaid leave for personal reasons will not be approved unless the principal has exhausted all paid leave.
2. Unpaid leaves shall be without pay or fringe benefits, but a principal shall be allowed to purchase his/her own health plan coverage. In accordance with the provisions of the Family and Medical Leave Act of 1993 (FMLA), health plan coverage will continue during the first twelve (12) weeks of leave.
3. Seniority will accrue as if the principal were on active status.
4. Salary increments accrue only in accordance with 4 AAC 15.020 and sick leave will accrue only in accordance with 4 AAC 15.040 (1).
5. If an unpaid leave of absence is thirty (30) work days or fewer during the school year, the principal shall return to work on the first work day following the expiration date of the leave to the position he/she held prior to the commencement of the leave.
6. If an unpaid leave of absence is more than thirty (30) work days, or if the principal's absence extends into two (2) school years, then the following return provisions shall apply:
 - a. The principal shall notify the District in writing by March 15th of the prior school year if he/she intends to return to active employment with the District on the first work day of the following year. Said notice will be sent by certified mail, return receipt, to the Superintendent. Failure to give notice as specified above shall act as a voluntary resignation.
 - b. The Superintendent shall notify the principal returning from leave, as specified above, of his/her assignment by June 15th. Said notice shall include the date on which the principal is to report to work. The assignment may be to an administrative position or to a teaching position at the sole option and in the sole discretion of the Superintendent.


Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson


Grant Guy Date
FPA Spokesperson