

TENTATIVE AGREEMENT

2.8 ESSA and NEA Alaska President's Leave

The employee who is elected president of the ESSA and/or NEA Alaska shall be granted a leave with pay, fringe benefits, and seniority accrual for the term of the president. The leave shall be for complete school years and cannot be taken in conjunction with any other leave. Other paid leaves do not accrue during this leave. This paid leave will be provided for the contract days of a twelve (12) month employee. A nine (9) or ten (10) month employee who is elected president will have the contracted number of days, pay and benefits extended commensurate with a twelve (12) month contract. A nine or ten (10) month employee will return to the nine (9) or ten (10) month status at the end of the president's term.

The ESSA shall pay to the District one-half ($\frac{1}{2}$) the cost of the president's salary and one-half ($\frac{1}{2}$) the cost of associated benefits. The cost of associated benefits is the budgeted benefit rate for the year times one-half the cost of the president's salary. The benefit rate includes an amount for health and life insurance, unemployment insurance, workers' compensation, PERS, and FICA. PERS eligibility is subject to state rules governing retirement benefits.

An employee on such leave of absence must give written notice of intent to return to active employment to the Superintendent no later than sixty (60) calendar days prior to the expiration of the leave. Failure to provide such notice will be treated as a voluntary resignation.

The employee shall be entitled to return to his/her former position he/she held prior to his/her leave if it is vacant. If not vacant, the employee shall be returned to a position within the same job classification or grade held at the time of the leave request. ~~The employee may apply for a vacancy consistent with the terms of this Agreement.~~ Upon reemployment following the leave, the employee will recover unused sick, personal, or annual leave held at the start of the leave of absence.

DocuSigned by:

Ivory McDaniel-Ilgenfritz 7/20/2023

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Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

DocuSigned by:

Mary Ward 7/20/2023

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Mary Ward Date
ESSA Spokesperson