

MEMORANDUM OF AGREEMENT
BETWEEN THE
KENAI PENINSULA BOROUGH SCHOOL DISTRICT
AND THE
KENAI PENINSULA EDUCATION ASSOCIATION

WHEREAS, The Kenai Peninsula Borough School District (KPBSD) and the Kenai Peninsula Education Association (KPEA) are parties to a collective bargaining agreement effective July 1, 2018; and,

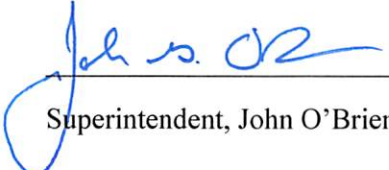
WHEREAS, Section 345, Unpaid Leave of Absence, provides that “upon written request to the Superintendent and with approval of the School Board, be granted an unpaid leave of absence for illness, professional study, or for personal reasons; however, it is the policy of the School Board not to grant leaves in excess of five (5) percent of the certificated staff each year. Unpaid leaves of absence may be granted only to employees who have completed five (5) consecutive full-time years of service in the District;” and,

WHEREAS, the COVID-19 pandemic necessitates additional flexibility for the District to authorize employees to access unpaid leave;

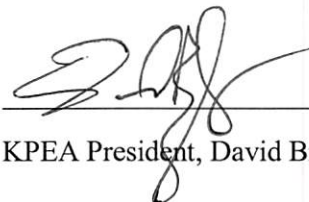
NOW THEREFORE, the parties agree to the following:

For the 2020-2021 school year, unpaid leave of absences as described in Section 345 may be granted to any teacher, regardless of whether they have completed five (5) consecutive full-time years of service in the District.

This MOA is non-precedent setting and shall not continue beyond the 2020-2021 school year.

 9.4.20

Superintendent, John O'Brien / Date

 9/4/20

KPEA President, David Brighton/ Date