

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

WHEREAS, The Kenai Peninsula Borough School District (KPBSD) and the Kenai Peninsula Educational Support Association (KPESA) are parties to a collective bargaining agreement effective October 7, 2019; and,

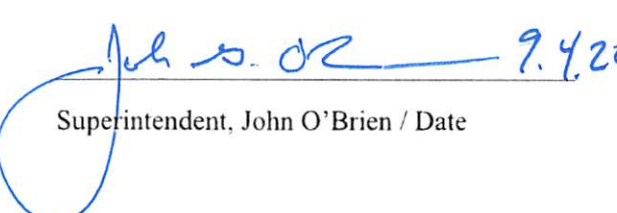
WHEREAS, Article 23, Unpaid Leave of Absence, provides that "Any employee may, upon written request to the Superintendent and with approval of the School Board, be granted an unpaid leave of absence for illness, professional study, or military duty, or for personal reasons. Unpaid leaves of absence may only be granted to employees who have completed five (5) 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 Article 23 may be granted to any employee, regardless of whether they have completed five (5) 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

 9/01/2020

KPESA President, Anne McCabe / Date