

TA [Signature] 1/20/2026  
JES 1/20/2026

## ARTICLE 21 ASSOCIATION LEAVE

The Board shall provide the Association sixty (60) days per year for Association Leave for Association business. All Association leave shall have prior approval of the KPESA president, building administrator, and Human Resources. Days beyond the sixty (60) if approved, shall be done so with the understanding that the Association will pay the substitute costs, if any. The unused leave will be allowed to accumulate from year to year to facilitate negotiation years.

A maximum of fourteen (14) days, to be used for official NEA State or National business, at District expense, shall be approved for employees elected to State or National NEA office. **Days beyond the fourteen (14) if approved, shall be done so with the understanding that the Association will pay the substitute costs, if any.**

Whenever any representative of the Association or any support employee is mutually scheduled by the School Board or the Administration and the Association to participate during the working hours for grievance proceedings, conferences or meetings, the employee shall suffer no loss in pay, nor shall there be any leave charged to the employee or the Association.

### **Association President**

The District agrees to grant a leave release time request for the President of the Kenai Peninsula Education Support Association for each year of the current contract, if requested. **This release time is granted based on recognition that the employee's time in this role is spent on administrative duties that include labor representation and liaising.** The President's release time shall be granted by the District, provided that the following conditions are met:

- (a) the Association shall ~~pay~~ **reimburse the District** the salary and benefits equal to the amount of release time;
- (b) the President shall not be released until the District has found an acceptable substitute who can perform the President's professional duties and responsibilities;
- (c) the request ~~with the expected contracted days and rate of the release~~ must be made in writing prior to April 15 of each year for the following school year;
- (d) should the Association choose to have .50 or more release time for the President, the Association will bear one hundred percent (100%) of the annual benefit package for the President.

**The employee shall continue to accrue credit for service toward salary increases and retirement, if and as allowable under the Division of Retirement and Benefits, while serving in this position.**

At the conclusion of President's release, the employee shall be returned to the employee's building position held prior to the leave.