LETTER OF AGREEMENT
between the
STATE OF ALASKA
and the
TEACHERS' EDUCATION ASSOCIATION OF MT. EDGECUMBE

Change of Leave Year to January 1 to December 31

16-TM-036

It is agreed between the parties that the following terms and conditions of employment shall apply to employees covered by the Teachers' Education Association of Mt. Edgecumbe (TEAME) Collective Bargaining Agreement. No provision of the July 1, 2012 through June 30, 2015, master agreement not specifically referenced herein is modified by this agreement.

1. In implementing the State's new Integrated Resource Information System's (IRIS) Human Resource & Payroll system requires that the current defined leave year of December 16 to December 15 be changed to coincide with the calendar year, January 1 to December 31. As such, articles in which the leave year is referenced are revised as follows:

   12.11 Medical Leave Bank
   Thereafter, members of the Bank shall donate to the Bank a leave day (8.0 hours) on January 1 of each year until the Bank reaches a maximum balance of 120 days (960 hours). Except for new participants, no more leave donations will be deducted until the Bank is depleted to 60 days (480 hours).

   When the 60 day (480 hours) minimum is reached, each member of the Bank will again contribute one leave day (8.0 hours) each January 1 until the Bank again reaches a maximum of 120 days (960 hours).

2. Leave without pay (LWOP) incurred from December 16 through December 31 during the transition period will not impact an employee's Merit Anniversary Date (MAD) or Leave Base Date (LBD).

3. Individual Letters of Agreement will be considered on a case by case basis for employees that are negatively impacted due to the transition period.

4. This agreement is effective upon signature.

FOR THE STATE OF ALASKA:

/*Signature on File*/ [redacted]

Kate Sheehan, Director
Division of Personnel & Labor Relations
Department of Administration

10/5/15
Date

FOR TEAME:

/*Signature on File*/ [redacted]

Christy Anderson
President

10/1/2015
Date