

MEMORANDUM OF AGREEMENT

This Agreement is between the Matanuska-Susitna Borough School District (the District) and the Mid-Level Management Association (MLMA) with respect to employee compensation and leave.

The following contract adjustments are being made as a result of a mandate from the State of Alaska, Division of Retirement and Benefits. These changes will go into effect July 1, 2012 and will continue through the life of the contract.

Article 11 – Salary

1. Salary Schedule

The salary schedule is based on 260 work days and will increase by 2.0% for each year of the agreement.

Article 13 – Working Conditions

3. Probationary Period

Each new Employee working in a permanent position must serve ~~period~~ a probationary period of one year or 260 work days, whichever is longer.

Article 16 – Paid Leaves

1 Paid Time Off:

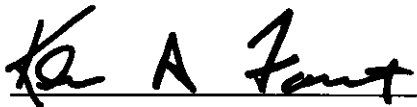
There shall be no annual leave accrual for supervisors. All supervisors who work a 260 day work year will accrue 288 hours (36 days) of Paid Time Off credited at the beginning of the fiscal year. Supervisors who work less than 260 days will accrue leave on a prorated basis. Paid Time Off may be carried over from year to year with a maximum Paid Time Off balance of no greater than 528 hours (66 days) at the beginning of each fiscal year. Any time beyond 240 hours (30 days) left at the end of the fiscal year that is not used or cashed out in accordance with the provisions of this section will be lost and not carried over to the next fiscal year. Up to a maximum of 80 hours (10 days) of paid time off may be cashed in at any time during the contract year by submitting a written request to the payroll department by May 1st of each year.

In addition to the contract changes outlined above the parties further agree to the following one-time, non-precedent setting items.

1. Employees who are eligible to retire under PERS, provide notice to the District of their intent to retire no later than December 31, 2012 or 90 days

prior to retirement, whichever is earlier, and who retire prior to June 30, 2013 will be able to cash in any remaining sick leave at the previously published per diem rate (the per diem rate posted on the salary schedules prior to the implementation of this MOA).

2. At end of the 2012 fiscal year any unused, accrued, Personal Leave will carry over to the 2013 fiscal year as Paid Time Off.



Ken A. Forrest, Chief Business Official

May 24, 2012

Date



Diane Russo, MLMA President

5-29-12

Date