

**JOINT PROPOSAL**

Black = Current language in Master Agreement  
Green = Changes to which the parties have indicated they can agree  
Red = AEA proposals  
Blue = APS proposals

**Tentative Agreement 3.9.11**

**Brenna Isaacs**

**Kari Allen**

**Article 31  
Appointive and Elective Office Leave**

Employees may request leaves without pay to serve in appointive or elective federal, state or local offices. Requests for such leaves may be submitted to the Chief Personnel Officer.

1. If an employee is appointed or elected to a state board or commission that is directly concerned with matters relating to the teaching profession or the state's public schools, that employee may serve without loss of pay, provided the time spent is not more than five days in any school year. Additional time without pay may be granted upon application to ~~[application to~~ APPROVAL BY] the Chief Personnel Officer
2. Employees may be candidates for and serve, if elected, without loss of pay, as city, county or state officials in unpaid or token payment positions provided the time spent does not require a substitute for the employee and is not more than five days in any school year. Additional time without pay may be granted upon application to the chief personnel officer.
3. Reasonable loss of time shall be permitted to announced candidates for the state legislature, provided such leave does not require a substitute for the employee. If elected, the employee shall request and the Board shall consider a leave of absence without pay for the period of required duty, or the employee shall resign.
4. Upon return from appointive or elective office leave under this Article, the employee shall be returned to an assignment for which that employee is qualified