

## ARTICLE 15 - Paid Vacation

15.1 Employees will earn vacation based on the vacation schedule in place upon their hire date, unless the current schedule is more beneficial to the employee. Any employees that are grandfathered under a present vacation schedule will maintain that earned benefit ~~if they work 240 days or more per year.~~

Employees shall accrue vacation according to the following schedule.

<u>Years of Service</u>	<u>1-4</u>	<u>5-9</u>	<u>10-15</u>	<u>16+</u>
<u>250, or more, Day Position Vacation Days</u>	<u>10</u>	<u>15</u>	<u>20</u>	<u>25</u>
<u>240-249 Day Position Vacation Days</u>	<u>6</u>	<u>8</u>	<u>10</u>	<u>13</u>
<u>239, or less, Day Position Vacation Days</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>

~~Employees who work 240 to 249 days per work year shall accrue paid vacation in accordance with the following:~~

<del>Years of Service (in 240-249 day position)</del>	<del>Paid vacation days per year</del>
<del>1st through 5th year</del>	<del>6 days (48 hours)</del>
<del>6th through 10th year</del>	<del>8 days (64 hours)</del>
<del>11th year and thereafter</del>	<del>10 days (80 hours)</del>

~~Employees who work 250 days or more per work year shall accrue paid vacation days in accordance with the following:~~

<del>Years of Service (in 250 day position)</del>	<del>Paid vacation days per year</del>
<del>1st through 5th year</del>	<del>10 days (80 hours)</del>
<del>6th through 10th year</del>	<del>15 days (120 hours)</del>
<del>11th year and thereafter</del>	<del>20 days (160 hours)</del>

15.2 For the purpose of this article, years of service shall be defined as the number of complete years elapsed since an employee's date of hire. For purposes of vacation accrual, an employee shall be credited with a given year of service for the entire fiscal year in which their hire date anniversary occurs.

15.3 Vacation leave shall be credited to the bargaining unit member at the beginning of the fiscal year or work year, whichever is applicable. In the case of employees who begin service after commencement of the work year, vacation days will be credited on the first day of employment and will be prorated. Such credit of vacation leave is only an advance on the amount projected to accrue during the employee's work year. Midyear resignations or terminations will result in an adjustment of any unearned but used vacation leave.

- 15.4 Unused vacation hours shall roll over from one fiscal year to the next, up to a maximum of two hundred forty (240) hours. Any vacation hours accrued in excess of two hundred forty (240) shall be paid out to the employee at their hourly rate of pay in effect at the start of the fiscal year in which the excess accrual occurs. Upon separation, retirement, or resignation, employees shall receive full payout of accumulated vacation leave at their current hourly rate.
- ~~15.5 Vacation time shall be granted as outlined above and compensated at the employee's regular rate of pay. Upon successful completion of the probationary period, the vacation time that would have been accrued during the probationary period will be credited to the employee's record and vacation time will continue to accrue from that point forward, as outlined above. Accrued vacation time may be used any time after the completion of the probationary period, on a schedule as approved by the ESD.~~
- ~~15.6 A maximum of ten (10) days of unused vacation time may be carried into the next fiscal year but must be used no later than December 31 of the new fiscal year.~~
- ~~15.7 Days eliminated from an employee's work schedule due to ESD financial conditions or due to cancellation for school days by component districts where the employee is assigned may not be taken as paid vacation.~~