

Staff Vacations

Regular full-time employees (12 months/year) will accrue vacation leave according to the PSE Agreement in Article VIII unless otherwise agreed to in writing.

Regular full-time employees may not use any vacation leave until employed for a minimum of six months. Vacation leave for regular part-time employees will be computed on a pro rate basis.

Vacation leave must be taken within the 12-month period following the time when vacation was earned, except that a maximum of one year's allocation may be accumulated and carried over to the following year.

When employees separate from service by reason of resignation, layoff, dismissal, retirement, or death they are entitled to a lump sum payment of unused vacation leave. No contributions will be made to an employee's retirement system for accrued vacation leave in excess of 30 days.

Classified employees must schedule vacation with their supervisors at least two weeks in advance of the first day of vacation leave. Vacation schedules must recognize the operational needs of the district and are subject to the approval of the supervisor.

When a situation arises while an employee is on paid vacation leave for which the employee is entitled to other leave (e.g. illness, injury, or death of a relative), the employee will be granted such leave (in lieu of the approved vacation leave) provided that the employee submits a request within fourteen (14) days after returning to work indicating the type of leave requested and the circumstances requiring the change in leave status.

Cross References: 5021 - Conflicts Between Policy and Bargaining Agreements

Legal References: RCW 41.50.150 Retirement benefits based on excess
 compensation — Employer liable for extra retirement costs
 WAC 415-108-510 Treatment of cash payments made in lieu of
 unused leave — First-in-first-out accounting method for
 determining when leave earned — Forms of leave deemed
 excess compensation — Conversions
 WAC 415-112-415 Are cash-outs for annual leave and personal
 leave included in earnable compensation and/or average final
 compensation?
 AGO 1976 No. 10 Accumulation of sick leave while on leave

Adoption Date:
Classification: **Discretionary**
Revised Dates: **04.98; 12.11**

© 2020-2025 Washington State School Directors' Association. All rights reserved.