

Vacation and holiday pay is added to 11 month positions - total compensation is in lieu of vacation time off.

SUMMERVILLE UNION HIGH SCHOOL DISTRICT VACATION AND HOLIDAY ACCRUAL RATES

Schedule for Accumulation of Vacation: Employees shall earn the amount of vacation listed per year if the employee was in a paid status for more than one-half (1/2) the working days in every month. For employees who are in a paid status for less than one-half (1/2) the working days in a month, the vacation earned for that month shall be calculated at the hourly rate listed below for every hour in a paid status, excluding overtime.

12 Month Employees:

<u>Fiscal Year Of Employment</u>	<u>Year</u>	<u>Month</u>
Fifteenth	20	1.66
Fifth through Fourteenth	15	1.25
First through Fourth	10	0.83

11 Month Employees (School Term):

<u>Fiscal Year Of Employment</u>	<u>Year</u>	<u>Month</u>
Fifteenth	18.25	1.66
Fifth through Fourteenth	13.75	1.25
First through Fourth	9.13	0.83

If a District employee moves from one group listed in this section (e.g. a 11-month assignment) to another group listed in this section (e.g. a 12-month assignment), the employee will maintain his or her fiscal years of employment for placement in that new group.

As an example, if an 11-month employee had fifteen fiscal years of employment with the District at the time he or she became a 12-month employee, the employee would be placed at the “fifteenth” fiscal year of employment in the 12-month employee group. The same would be true if the employee went from a 12-month employee to an 11-month employee.

For purposes of this schedule, a “fiscal year of employment” means that an employee was in a paid status for at least 75% of that school year. For example, if a person worked as an 11-month employee in Food Service, he or she would have been in a paid status for at least 135 work days that school year in order to earn one (1) fiscal year of employment.

2.25% increase effective 7/01/2018 Board approved 6/12/19

2.0% increase effective 7/1/2019 for 2019-2020 Board approved 6/12/19

2.0% increase effective 7/1/2020 for 2020-2021 Board approved 6/12/19

2.5% increase effective 7/1/2021 for 2021-2022 Board approved 10/13/21

2.5% increase effective 7/1/2022 for 2022-2023 Board approved 10/13/21

5.25% increase effective 7/1/2023 for 2023-2024 Board approved 5/24/2023

Increase Factor

1.0525 Raise

1.04 Step

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21.75 days per month

174 monthly hours

261 days per year

2088 annual hours

