

VACATION POLICY

1. Purpose

Twelve month (12) personnel employed to work twelve months are considered full time and shall be provided paid vacation in accordance with this policy. A twelve month employee's year cover the period September 1 through August 31 of the following year.

2. Authority

Vacations for employees are provided in accordance with these guidelines, consistent with the employee's interest and convenience while considering the operating needs of Providence Creek Academy Charter School, Inc.

3. Guidelines

Vacation time will be granted as follows:

1. All vacation earned by the employee shall be taken by August 31 of the year it is earned.
2. The maximum amount of vacation which any employee shall be permitted to accumulate shall be 42 days. At the end of each year as of June 30th, the accumulated vacation of each employee shall not equal more than 42 days. Prior to the end of each year, if an employee has accumulated more than 42 days, the vacation leave shall be reduced to 42 days as of July 1st.
3. The use of all vacation days requires prior approval in writing in advance of their use. These requests shall be approved by the Head of School or designee and the request records shall be maintained in the Business Office.
4. The award of vacation time follows;
 1. 0-9 years, 10 working days, .833 days per month earned
 2. 10-14 years, 15 working days, 1.25 days per month earned
 3. 15 years and beyond, 20 working days, 1.667 days per month earned

All vacation time will be earned on a monthly basis. To be eligible for earn vacation time, an employee must work more than half of the scheduled work days in that month. Vacation time may not be transferred, employees would be paid for ~~1/2~~ of accumulated vacation earned upon retirement in accordance with Delaware Code. For clarity, and in accordance with the law, the rate for reimbursement will be calculated and paid using the Retirement/Termination Payout Form provided by the state based on state salary scale.

Winter and Spring break will not count as vacation. While 12 month employees are not expected to work during the Winter and Spring Break, situations may arise where these employees will be required to work during these breaks. The foregoing exception also applies to all 10 month staff holidays. Need, in such situations will be determined at the discretion of the Head of School.

FIRST READING JANUARY 19, 2005

APPROVED FEBRUARY 16, 2005

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