

13.3.9 VACATION LEAVE (Staff Only)

March, 1990; Rev/May, 2000; Rev/May 2003 (Effective July 1, 2003)

3.3.9.1. Supervisors shall keep an accurate accounting of leave taken by subordinate employees on the "Snow College Banner Self Serve Leave Reporting Website".

13.3.9.2. VACATION LEAVE CHART Staff

Category	Vacation Days per Year	Vacation Days per Month		Vacation Hour per Month
0-6 months	6 days	N/A	equals	8.00
7 months - 3 years service	15 days	1.25	equals	10.00
4-6 years service	18 days	1.50	equals	12.00
7+ years service	22 days	1.83	equals	14.67

13.3.9.3. Those salaried employees working less than full time equivalent but more than 3/4 time (75%) shall be entitled to the same relative percent of vacation leave benefits as their percent of employment relates to a full-time employee. (Example: An individual working as a .80 FTE staff employee would be entitled to 12 days (15 days x .80) of vacation during the first three years of employment. He/she would be entitled to 18 days during the 4 through 6 year period). Rounding up takes place at the half-way point. Any factor at .50 or above is rounded up; any factor at .49 or below is rounded down.

13.3.9.4. The maximum accrual of unused vacation that can be carried forward to the new fiscal year shall not exceed thirty (30) days (240 hours). These thirty (30) days may be added to the entitlement of the forthcoming fiscal year. Vacation time is earned by the month. A day or days of leave follows a month of employment.

13.3.9.5. Positions funded by special grants and programs may not accrue vacation days and should plan to take their annual leave during each fiscal year. Vacation days unused at the time such a program or project is completed will be lost without pay to the employee.

13.3.9.6. Scheduling of vacation time will be determined by the employee's administrative head who will attempt to schedule in a way that will best meet the needs of both the employee and the College.

13.3.9.7. When an employee resigns or is terminated and then is rehired, his/her annual leave credit starts from the date of rehire and is treated the same as a new hire, except as provided in Policy 13.2.5 Reduction in Force.

13.3.9.8. Employees hired on or before the fifteenth of the month shall accrue one day of vacation for that month. Employees hired on or after the sixteenth day of the month shall begin vacation accrual in the following month.

13.3.9.9. Employees in a "leave without pay" status shall not accrue annual leave during this period.

13.3.9.10. Employees should plan to take their annual leave each year.

13.3.9.11. Under this policy as of July 1, 2003 an individual's time will be adjusted to follow the guidelines set forth. When the position is vacated by those individuals, as a result of promotion, transfer, or termination, then the position will revert to the time parameters contained in this policy.