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ARTICLE XIII

HOLIDAYS AND VACATIONS

1.0 – 6.0 – No Change

7.0 Attendance Incentive Plan

a. A vacation-earning employee who accumulates a total of fifty (50) days or more of full-pay illness absence credit earned subsequent to June 30, 1995 shall, on a one-time basis of June 30 of the school year in which the employee accumulated those fifty (50) days, be credited with two (2) additional days of vacation. An employee whose full-pay illness absence credit earned subsequent to June 30, 1995 thereafter drops below 50 or more days shall not be entitled to additional vacation under this section, except pursuant to section b, below.

b. Each additional increment of twenty-five (25) days of unused full-pay illness absence credit beyond fifty (50) days and earned subsequent to June 30, 1995 shall entitle the employee to one (1) additional vacation day.

c. Staff Attendance Incentive: On an annual basis with the attendance period beginning July 1, 2025 through June 30, 2026, permanent employees who exhibit high performance standards in the area of attendance (as defined by District) shall be eligible to receive the following annual incentives:

<u>Staff Annual Attendance Rate of 96%:</u>	<u>\$100.00</u>
<u>Staff Annual Attendance Rate of 97%:</u>	<u>\$200.00</u>
<u>Staff Annual Attendance Rate of 98%:</u>	<u>\$300.00</u>
<u>Staff Annual Attendance Rate of 99%:</u>	<u>\$400.00</u>
<u>Staff Annual Attendance Rate of 100%:</u>	<u>\$500.00</u>

8.0 – 10.0 – No Change