



Benefits for Unrepresented Employee (260 day)

The Employee shall receive twenty-five (25) days of vacation annually exclusive of holidays. Vacation shall be accrued monthly. On terminating employment with the District or upon retirement, the Employee is to be paid for accumulated leave up to but not to exceed thirty (30) days with such leave to be only those annual leave days earned but not taken during the two (2) years immediately preceding the termination or retirement date. Unused vacation shall be paid to the Employee at the per diem rate of 1/222 of his/her salary. Employee has the option to cash in seven (7) days of vacation from their current vacation balance. This option is available between May 10th and June 15th of each year. Vacation shall be cashed out at the rate of 1/222 of his/her salary. On July 1st of each year any accrued leave in excess of thirty (30) days will be forfeited.

The Employee shall receive the following holidays: Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving Day, the day before Christmas, Christmas Day, the day after Christmas, New Year's Day, Martin Luther King's Birthday, Presidents' Day, Memorial Day, and Juneteenth.

In addition to those specifically provided for herein, the Employee shall be provided other necessary leaves as prescribed in District policies.

Employee shall receive one (1) day of illness, injury, or emergency leave per month and such leave shall accumulate from year to year to the extent allowed by law.

The District shall provide the Employee with mileage according to District Policy 6213 for transportation required in the performance of his/her official duties during his/her employment under this contract.

The Employee shall attend appropriate professional meetings when authorized by the Board of Education to do so. The necessary and reasonable expenses of attendance at authorized meetings shall be reimbursed to the Employee.

The Employee shall be allowed to participate in the District's attendance incentive program as authorized by law.

All sick leave cash-out contributions eligible at the time of cash-out will be contributed to the VEBA Health Reimbursement Plan ("Plan") and shall be based on the cash-out value of leave days or hours accrued in accordance with the statute and District policy. Retirement or separation from service eligibility is limited to those who retire or separate from service with sick leave cash-out rights. Annual cash-out eligibility is limited to those with at least 180 days before current front-loaded days.

For sick leave cash-outs, all eligible employees will be required to sign and submit to the District a hold harmless agreement complying with RCW 28A.400.210. If an employee eligible for such sick leave contributions fails to sign and submit such agreement to the District, the District will not make sick leave cash-out contributions to the Plan at any time during the term of this contract, and any and all excess sick leave which, in the absence of this agreement, would accrue to such employee during the term hereof shall be forfeited together with all cash rights that pertain to such excess sick leave.