

**Harney County
School District 3**

Code: **GCBE/GDBE**
Adopted: 5/11/99
Readopted: 4/09/13
Orig. Code(s): GCBE/GDBE

Vacations and Holidays

Holidays and vacation periods, both paid and unpaid, are determined as a result of negotiations between the district and the licensed/classified exclusive bargaining representatives.

Holidays and vacation periods, both paid and unpaid, shall be established by the Board for nonrepresented employees.

Employees eligible for accrual of vacation time will be allowed to carry earned vacation into the next 12-month period. Unused vacation time will be forfeited after that time. Under no circumstance will the district pay for unused vacation time upon termination, resignation or retirement without approval by the Board.

The Board expects employees to use their allotted vacation time annually.

END OF POLICY

Legal Reference(s):

[ORS 187.010](#)
[ORS 336.010](#)