

Holiday/Vacation, Sick and Other Personal Time-Off (PTO) Policy for NOS staff

The Personal Time-Off leave and benefits earned under this NOS policy are use or lose and do not transfer between employment agreement periods which are for one year or less if so stipulated. All PTO must be pre-approved except as noted below.

1. EARNED LEAVE, HOLIDAYS and COMPENSATORY TIME

Personal Leave

NOS Staff earns 6 hours of leave per pay period for the first year of full time employment (total of 18 days a year), 7 hours per pay period for the second year (a total of 21 days a year) and 8 hours for the third year (a total of 24 days a year). This leave is provided for scheduled vacation time-off, sick leave use and time-off for other personal needs.

(Time off earned and used will be tracked each pay period by the financial manager and will be shown on twice-monthly pay checks).

Public Holidays

In addition to Personal Leave, employees will receive 10 public holidays each year. These days are assumed to be the designated Federal Holidays unless through prior approval an alternate school or public holiday is substituted by the group. Holiday substitutions for individuals will be considered on a case by case basis and will require executive approval.

Compensatory Time

Full-time staff members who are contracted to work 50 weeks a year, 40 hrs a week, are given the opportunity to accrue compensatory time (comp time) for work beyond 8 hours a day and/or 40 hours a week. Comp time must be approved in writing (form available on the shared drives at the NOS office and BLM) by a supervisor before being incurred unless circumstances preclude prior approval in which case the supervisor may concur after the fact when justified. All comp time earned and used should be documented on timesheets. Comp time earned and accumulated may not exceed at any time 40 hours total.

Comp time is earned 1 hour for 1 hour after working over 40 hrs a week.

(Comp time earned and used will be tracked each pay period by the financial manager and will be shown on bi-monthly pay checks)

2. LEAVE USE POLICIES

Use or Lose

All compensatory time earned must be scheduled and used by the end of the year term of the employee's employment contract. Any unused comp time remaining will be forfeited. If a person leaves employment during their employment contract term, unused compensatory time is forfeited.

All earned personal leave shall be scheduled and used by the end of the person's one year term of employment contract. Up-to Five (5) days of leave may be carried forward to a following term of employment if executed or paid to the employee upon departure. Other unused leave will be forfeited. If an employee leaves during the term of employment, up-to 5 days of earned leave will be paid to the departing employee unless termination is due to malfeasance, fraud or other such actions.

Scheduling Vacations

Nevada Outdoor School will attempt to grant all staff member's vacation at the time they desire to take it. However, Nevada Outdoor School must maintain adequate staffing at all times. Therefore, vacations must be scheduled in advance and with prior written approval. Written approval must be obtained and documented in the personnel file for leave to be granted. A leave approval form can be found on the shared drive in the NOS and BLM offices.

Where conflicts develop, they will be resolved as fairly as possible. At the sole discretion of the Executive Director, preference will be considered for the more senior employee, need or the earliest request.

Sick Leave

All staff members are required to call NOS Executive Director, Associate Director or AmeriCorps Director if they will miss a part or all of a work day due to illness. If no one is available, a message describing the situation must be left. If the sickness is an emergency and hospitalization occurs the staff member must contact NOS director as soon as possible. . Leave for routine medical appointments or treatments should be scheduled and approved in advance. Either accrued vacation or earned comp time may be utilized for sick leave absences.

Compensatory Time

Before scheduling the use of comp time, the employee must obtain approval. Requests for more than one day should be made in writing not less than 10 days in advance of the requested dates.

Religious Holidays

Nevada Outdoor School recognizes that there may be religious holidays (other than those already designated at holidays) that employees would like to observe. It may be possible to arrange these holidays as scheduled personal time off or authorized absences without pay if the employee does not have accrued leave. Requests for PTO/ use of a Public Holiday to observe religious holidays should be made in writing and approved by a supervisor.

Funeral Leave Policy

The purpose of funeral leave is to provide employees with time to attend the funeral of a member of their family and to handle personal affairs without disrupting income. All full time staff members are eligible to take time off without using PTO for immediate family members' funeral and PTO time for extended family funerals and may be granted up to five days of leave with pay in the event of the death of an immediate family member.

The Executive Director will determine the definition of Immediate Family Member

3. LEAVE WITHOUT PAY.

An employee without adequate earned leave or comp time may be granted leave without pay at the sole discretion of the Executive Director under unusual circumstances.

It is not NOS's general policy to grant leave without pay absences and such leaves will be granted only under unusual circumstances. .

It is the employee's responsibility to return to work on the date the leave of absence expires. Should the employee fail to return and fail to notify Nevada Outdoor School of a request for an extension, we will assume that the employee does not intend to rejoin the company and will consider the employee to have resigned from employment. A request for extension of a leave of absence must be in writing with an explanation of the reasons for the requested extension and must be received at least five working days prior to the expiration of the leave already granted. And may be approved by the Executive Director at their sole discretion

4. JURY DUTY POLICY

Paid Absence

Time off taken for jury duty is treated as a paid absence for whatever duration the official summons requires. Employees are paid for the time they are absent for jury duty, less the amount they receive for performing jury duty service.

Advance Notice

Employees must give advance notice of the need for time off for jury duty. A copy of the summons should accompany the request.

Return to Work

If employees are dismissed from jury duty before the end of the workday, they must report to work for instructions on whether to return for work for the rest of the workday.

5. PREGANCY/MATERNITY LEAVE POLICY

Maximum Length of Leave

The maximum length of paid pregnancy leave for a pregnant woman is 6 weeks who is returning to NOS as a full time staff member. She will only be paid for the PTO and comp time accrued. All other time off will be unpaid but granted in accordance with the FMLA. If the employee needs a longer leave due to medical complications, the employee should notify Nevada Outdoor School as soon as possible.

Staff members must make every reasonable effort to provide arrangements for their workload to be taken over by other staff members of contracted out during their absence. On a case by case basis, an additional 6 weeks of working ½ time from home, ½ time from the office. This will be granted at the Executive Director's approval.

New fathers will be given 5 days of new parent leave.

All other situations regarding pregnancy leave, new fathers, adoption etc. will be determined on a case by case basis in accordance with the FMLA Act.

Staff working under Americorps Grant

Female staff working under an Americorps grant will accrue 16 hours of maternity leave per month up to a maximum of 240 hours. Males will earn 4 hours of paternity leave per month up to a maximum of 40 hours. Total time off will be limited to 6 weeks and 5 days respectively and individuals will be required to use all accrued PTO toward the maximum allowed leave before Maternity/Paternity leave will be granted. This leave will be granted to returning staff members only.

Written Requests

A written request for pregnancy leave must be submitted within a reasonable time. The employee must submit a written statement, indicating the anticipated delivery date. The employee should inform Nevada Outdoor School of the expected duration of her pregnancy leave so that Nevada Outdoor School may plan around the absence efficiently until his/her return.

6. TIME-OFF TO VOTE

It is the policy of Nevada Outdoor School to give employees time off to vote if needed to accommodate the hours for voting and local location. The hour/s needed to vote will be treated as a paid absence.