

OAKLAND UNIFIED SCHOOL DISTRICT Board Policy  
Business and Noninstructional Operations

BP XXXX  
Vacation Accrual

The OUSD board values the health and well-being of its employees, and supports their ability to stay in education for their entire career, for those who wish to.

As such, employees are afforded, and encouraged to use, their allotted vacation time each year.

Additionally, OUSD seeks to avoid large vacation accruals that threaten the fiscal health of the organization.

Beginning January 1, 2020, unless otherwise specified in collective bargaining agreements or other legally binding contracts, no OUSD employee shall accrue more than 6 weeks (30 days) of vacation time per year.

Furthermore, no employee shall accrue additional vacation time until his/her accrued balance of vacation time is below the 6 weeks (30 days) threshold.

If deemed necessary by the Superintendent or her designee, Administrative Regulations regarding implementation shall be presented to the board within 90 days of the adoption of this policy.

Adopted XX/XX/2019