**Footnotes and Exceptions**

**For the PACT for Pastor Kelly Nieman Anderson and Lutheran Church of the Resurrection Contract start date: 12/1/22**

1. **Written notice:** Written notice of the termination date needs to be received by the council and the PACT at minimum of 30 days before the last day of service. The 30 days cannot include more than 3 vacation days. Any additional vacation, earned or purchased, would be paid out at the time of the final payroll after the termination date.
2. **Vacation:** This contract and calculations of salary includes 4 weeks (annually of earned vacation) including 4 Sundays and 2 weeks (annually) of purchased vacation including 2 Sundays. Given this is a month to month contract we will “pro-rate” both earned and purchased vacation.
   * Any earned or purchased vacation from previous contract needs to be determined Tony and Dawn and paid out appropriately.