

ARTICLE 12 HOLIDAYS

- 12.1 **Additional Paid Holidays:** Bargaining unit members are entitled to Board designated holidays authorized by Education Code 79022. If the Governor of California or the President of the United States appoints any other day a public fast, thanksgiving, or holiday and it is not a special or limited holiday, then unit members whose work year includes the holiday in question and who were in paid status on the working day immediately before or after the holiday are eligible.
- 12.2 **Holiday Pay for Nonexempt Employees Whose Work Week Includes Saturday and/or Sunday:** Whenever Friday or Monday is observed by the District as a holiday because the actual holiday falls on Saturday or Sunday, an employee whose normal work week includes working on Saturday or Sunday may elect to receive either the holiday or an in-lieu-of day as his/her observance day. When an employee is requested to work both a holiday and an in-lieu-of day, he/she will be paid the overtime rate for only one (1) day.
- 12.3 An employee who is paid overtime for working on a holiday or board granted day off, will not receive an additional day off.
- 12.4 If a nonexempt employee is required by his/her supervisor to work on a holiday or Board-granted day off, he/she will receive time and one half, in addition to his/her regular pay.
- 12.5 **4/10 Workweek Employees:** During any calendar week in which there are one or more holidays, the work schedule for employees regularly assigned to a 10-hour-per-day, four-consecutive-day work week shall revert to an 8-hour-per-day, five-consecutive-day workweek. Such employees shall receive paid holidays on the same basis as other employees given the equivalent in compensatory time off.
- 12.6 **Holiday Pay Not Deducted From Other Paid Leave:** Should a holiday or Board-granted day off occur while an employee is absent from work because of sick leave, vacation or other paid leave of absence, the holiday shall not be deducted from his/her other paid leave of absence.
- 12.7 **Scheduled Holidays:** The District agrees to provide bargaining unit members certain designated holidays. These days will be with pay, providing the holiday falls within the employee's regular work year and the employee is in paid status on the working day immediately before or after the holiday. Designated holidays are as follows:

STATE MANDATED HOLIDAYS BOARD DECLARED HOLIDAYS	2007/ 2008	2008/ 2009
Independence Day	7/4	7/4
Labor Day	9/3	9/1
Veteran's Day	11/12	11/11
Thanksgiving Day	11/22	11/27
Board Holiday	11/23	11/28
Admissions Day (in lieu holiday Ed 88205.5)	12/24	12/24
Christmas Day	12/25	12/25
Board Holiday	12/26	12/26
Board Holiday	12/27	12/29
Board Holiday	12/28	12/30
Board Holiday	12/31	12/31
New Year's Day	1/1	1/1
Martin Luther King Jr.'s Birthday	1/21	1/19
Lincoln's Birthday	2/15	2/6
Washington's Birthday	2/18	2/16
Memorial Day	5/26	5/25
SUMMARY		
Mandated Holidays	11	11
Board Holidays	5	5
TOTAL	16	16