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## Chapter 15

### *Holidays*

Bargaining Units Refer to Contract

#### 15.1 HOLIDAYS

**15.1.1 HOLIDAY PAY:** A regular employee shall receive full pay for those holidays listed in Section 45203 of the Education Code or for those days designated as holidays in lieu of the regular holidays in accordance with Section 45205 or Section 45206.5 of the Education Code and for days declared to be holidays by the Board of Education under the following conditions:

15.1.1.1 A regular Classified employee will be entitled to payment for authorized holidays, provided that he/she was in a paid status during any portion of the day immediately preceding or succeeding the holiday.

15.1.1.2 A regular Classified employee who is not normally assigned to duty during those days designated by the legislature and/or the Board of Education as holidays shall be paid for those holidays provided he/she was in a paid status during any portion of the working day of his/her normal assignment immediately preceding or succeeding the holiday period.

15.1.1.3 When a holiday falls on a Sunday, the following Monday shall be deemed to be a holiday in lieu of the day observed. When a holiday falls on Saturday, the preceding Friday shall be deemed to be the holiday in lieu of the day observed.

REFERENCE: Education Code Sections 37220, 45203, 45205, 45260, 45261

**15.1.2 HOLIDAYS OCCURRING DURING VACATION:** When a holiday occurs during a regular employee's vacation or a paid leave of absence, except military leave, the holiday shall be paid as a holiday and not charged against vacation or leave benefits.

REFERENCE: Education Code Sections 37220, 45203, 45205, 45260, 45261

**15.1.3 MULTIPLE ASSIGNMENTS:** A regular classified employee serving

on multiple assignments shall receive pay for holidays in each assignment independently, according to his/her status in each particular assignment.

REFERENCE: Education Code Sections 37220, 45203, 45205, 45260, 45261

**15.1.4 OVERTIME PAY FOR WORKING HOLIDAYS:** A regular employee, except one in a management class, who is required to work on holidays (excluding those on Saturday or Sunday) shall, in addition to the pay to which he/she is entitled under this Rule, be paid or provided compensating time off, as follows:

15.1.4.1 Whenever a regular classified employee is required to work on a designated holiday, the employee shall be paid at the rate of time and one-half (1-1/2) for all hours worked on the holiday in addition to the amount of money which the employee would have received had the employee not worked during the holiday.

REFERENCE: Education Code Sections 37720, 45203, 45205, 45260, 45261

**15.2 LIMITED TERM OR SUBSTITUTE EMPLOYEE:** A substitute, limited term or other temporary employee shall not be entitled to paid holidays or other holiday compensation.

**15.2.1 TEMPORARY ASSIGNMENT:** A permanent or probationary employee serving in a temporary assignment (limited-term substitute or provisional) shall be entitled to paid holidays and other holiday compensation the same as any other regular classified employee.

REFERENCE: Education Code Sections 45203, 45260 and 45261 □