

**BSD 5.6.22**  
**Counter Proposal**  
**10:00am**

ARTICLE 16

HOLIDAYS

Classified employees who work twelve (12) months shall be granted ~~ten (10)~~ eleven (11) paid holidays per year. The paid holidays shall be Labor Day, Veterans Day, Thanksgiving Day, Presidents Day, Memorial Day, Christmas, New Years, 4th of July, Martin Luther King's Birthday, Day after Thanksgiving, and Juneteenth.

Classified employees who work 212 to 222 days, shall be granted ~~nine (9)~~ ten (10) paid holidays per year. The paid holidays shall be Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving Day, Martin Luther King's Birthday, Presidents Day, Memorial Day, Christmas, New Years and Juneteenth.

Classified employees who are designated as less than 212 days, shall be granted seven (7) paid holidays per year. The paid holidays are Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving Day, Martin Luther King's Birthday, Presidents Day and Memorial Day.

Holiday pay shall be based upon the employee's pay rate and number of hours identified on the employee's salary notice. To qualify for holiday pay, the employee must be actively at work and work his/her scheduled work day the day before and the day after the holiday or be on an authorized paid absence approved by his/her supervisor. Less than twelve (12) month employees who work at least twenty (20) days in their regular job classification during July will be eligible for July 4th holiday pay.

Twelve (12) month employees scheduled to work the week of the Fourth of July, will receive holiday pay. Employees will work the equivalent of thirty (30) hours.

The District will determine the school calendar and designate the holidays for the succeeding school year prior to the start of that school year. The parties recognize that such schedule of holidays may be subject to determinations concerning holidays made by courts and other government agencies; or necessitated by rescheduling due to budget failures or school closures. Employees who start work the day after Labor Day and who are scheduled for 186 days shall be eligible for the Labor Day holiday.