

TA
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6-2-25
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6-2-25

ARTICLE 16: HOLIDAYS

A. Designated Holidays

1. Twelve (12) month schedules:

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

2. Less than twelve (12) month schedules:

a. Classified employees who work two hundred twelve (212) to two hundred twenty-two (222) days schedules; shall be granted up to ten (10) paid holidays per year. The paid holidays shall be Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving Day, ~~Christmas~~, ~~New Year's Day~~, Martin Luther King's Birthday Jr. Day, Presidents Day, Memorial Day, ~~Christmas~~, ~~New Years~~ and Juneteenth (if Juneteenth falls within the employee's scheduled work year).

b. Classified employees who are designated as less than two hundred twelve (212) days schedules; 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 Jr. Day, Presidents Day and Memorial Day. Employees who are scheduled for one hundred eighty-six (186) days and start work the day after Labor Day and who are scheduled for 186 days shall be eligible for the Labor Day holiday.

B. Holiday Pay

1. Holiday pay shall be based upon the employee's pay rate and number of hours identified on the employee's salary notice.

2. To qualify for holiday pay, the employee must be actively at work and work his/her their scheduled work day the day before and the day after the holiday or be on an authorized paid absence approved by his/her their supervisor.

3. Independence Day pay:

a. Twelve (12) month employees scheduled to work the week of Independence Day the Fourth of July will receive holiday pay. When a four (4) day, ten (10) hour summer schedule is in effect, full-time employees will receive ten (10) hours of holiday pay and work the equivalent of thirty (30) hours that week.

b. 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 Independence Day 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.~~

CLEAN COPY FOR READABILITY, WITH HOUSEKEEPING CHANGES ACCEPTED / NOT SHOWN

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2. Less than twelve (12) month schedules:
 - a. Classified employees who work two hundred twelve (212) to two hundred twenty-two (222) day schedules shall be granted **up to** ten (10) paid holidays per year. The paid holidays shall be Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas, New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day and Juneteenth **(if Juneteenth falls within the employee's scheduled work year)**.
 - b. Classified employees who are designated as less than two hundred twelve (212) day schedules 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 Jr. Day, Presidents Day and Memorial Day. Employees who are scheduled for one hundred eighty-six (186) days and start work the day after Labor Day shall be eligible for the Labor Day holiday.

B. Holiday Pay

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2. To qualify for holiday pay, the employee must be actively at work and work their scheduled work day the day before and the day after the holiday or be on an authorized paid absence approved by their supervisor.
3. Independence Day pay:
 - a. Twelve (12) month employees scheduled to work the week of Independence Day will receive holiday pay. **When a four (4) day, ten (10) hour summer schedule is in effect, full-time employees will receive ten (10) hours of holiday pay and work thirty (30) hours that week.**
 - b. Less than twelve (12) month employees who work at least twenty (20) days in their regular job classification during July will be eligible for Independence Day holiday pay.

B. Holiday Calendar

1. The District will determine the school calendar and designate the holidays for the succeeding school year prior to the start of that school year.
2. 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.