

Article 21**Holidays**

21.1 Permanent and probationary employees shall be granted fifteen (15) paid holidays (**Appendix D-Holidays**) provided they are on a paid status during any portion of the working day immediately preceding or succeeding the designated holiday.

21.1.1 Paid Holidays will be:

1. **Independence Day (observed)**
2. **Labor Day (observed)**
3. **Veterans Day (observed)**
4. **Thanksgiving Day (observed)**
5. **Admissions Day (observed day after Thanksgiving)**
6. **Christmas Day (observed)**
7. **New Year's Day (observed)**
8. **Martin Luther King Jr. Day (observed)**
9. **President's Day (observed)**
10. **Spring Holiday**
11. **Memorial Day (observed)**
12. **Juneteenth (observed)**
13. **CSEA Local Holiday #1**
14. **CSEA Local Holiday #2**
15. **CSEA Local Holiday #3**

mm 2-20-26
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President CSEA

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21.2. Employees who are not normally assigned to duty during the Fall, Winter and Spring recess shall be paid for any holidays occurring therein provided they were on a paid status during any portion of the working day of their regular assignment immediately preceding or succeeding the Fall, Winter, and Spring recess.

21.3. Employees whose regular workweek is other than Monday through Friday and as a result thereof lost a holiday to which they would otherwise be entitled shall be provided a substitute holiday determined by their department head.

21.4. If a holiday is appointed by the President of the United States by Executive Order, or by the Governor of the State of California, and if the proclamation establishing such holiday orders school closed, such holiday shall be in addition to other negotiated holidays for the school year in which such holiday is observed. Such a holiday shall not be carried over to the next school year as an additional holiday unless such appointment by the Governor of the State of California or the President of the United States causes schools to be closed on a recurring basis.

HOLIDAYS	2025-2026	2026-2027	2027-2028
Independence Day	Friday, July 4, 2025	Friday, July 3, 2026	Monday, July 5, 2027
Labor Day	Monday, September 1, 2025	Monday, September 7, 2026	Monday, September 6, 2027
Veterans Day	Tuesday, November 11, 2025	Wednesday, November 11, 2026	Thursday, November 11, 2027
Thanksgiving Day	Thursday, November 27, 2025	Thursday, November 26, 2026	Thursday, November 25, 2027
Admissions Day	Friday, November 28, 2025	Friday, November 27, 2026	Friday, November 26, 2027
CSEALocal Holiday #1	Wednesday, December 24, 2025	Thursday, December 24, 2026	Thursday, December 23, 2027
Christmas Day	Thursday, December 25, 2025	Friday, December 25, 2026	Friday, December 24, 2027
New Year's Day	Thursday, January 1, 2026	Friday, January 1, 2027	Thursday, December 30, 2027
CSEALocal Holiday #3	Friday, January 2, 2026	Thursday, December 31, 2026	Friday, December 31, 2027
Martin Luther King Jr. Day	Monday, January 19, 2026	Monday, January 18, 2027	Monday, January 17, 2028
CSEALocal Holiday #2	Monday, February 9, 2026	Monday, February 8, 2027	Monday, February 14, 2028
President's Day	Monday, February 16, 2026	Monday, February 15, 2027	Monday, February 21, 2028
Spring Holiday	Monday, April 6, 2026	Friday, April 9, 2027	Friday, April 7, 2028
Memorial Day	Monday, May 25, 2026	Monday, May 31, 2027	Monday, May 29, 2028
Juneteenth	Friday, June 19, 2026	Friday, June 18, 2027	Monday, June 19, 2028