

JA 6/2/26 1:54 P
[Signature]
[Signature]

ASK ESP CP
June 2, 2026
1:30pm

ARTICLE 8

HOLIDAYS COMPENSATION

A. ~~Twelve (12)~~-Month Employees

1. A 12-month employee shall receive ~~the holidays~~ without loss of pay, ~~the holidays~~ as set forth in this section, provided that the employee is on the active payroll and works on the last regular District workday prior to and the first regular District work day after the occurrence of the holiday or be on a paid leave on such days.

a. Independence Day

b. Labor Day

c. Veterans Day

d. Thanksgiving Day

e. Day following Thanksgiving

f. Christmas Eve

g. Christmas Day

h. New Year's Day

i. ~~Memorial Day~~ Martin Luther King Jr. Day

j. Martin Luther King Jr. Day Memorial Day

k. Juneteenth

B. Less Than 12-Month Employees

1. A less than 12-month employee shall receive, without loss of pay, the following holidays which occur during their assigned work year, provided that the employee is on the active payroll and works on their last regular assigned workday prior to and their first regular assigned work day after the occurrence of the holiday or be on a paid leave on such days.

a. Independence Day

b. Labor Day (in order to receive holiday pay the employee must work on at least one ~~(1)~~ day during the week before Labor Day and must work the first regular assigned work day after Labor Day. Bus driver's attendance at and completion of in-service training prior to the start of the school year and work the first regularly scheduled workday after Labor Day shall qualify them for the Labor Day holiday pay.)

c. Veterans' Day

d. Thanksgiving Day

e. Day following Thanksgiving

f. Christmas Eve

g. Christmas Day

h. New Year's Day

i. Memorial Day Martin Luther King Jr. Day

j. Martin Luther King Jr. Day Memorial Day

k. Juneteenth

C. Holiday Compensation

1. An employee's holiday pay shall be the equivalent of their regular day of work for the District.
2. If an employee is required to work on an observed holiday, they shall receive the overtime rate for all hours worked in addition to their regular holiday pay.
3. If any of the above-listed holidays fall on a Saturday, it shall be observed on Friday, and if it falls on a Sunday, it shall be observed on Monday.