

ARTICLE 14 - HOLIDAYS

14.1 Unit members working any "A" work year shall be entitled to the following paid holidays providing that they were in paid status during any portion of the working day immediately preceding or succeeding the holiday, in accordance with the provisions of this Article.

New Year's Day

Martin Luther King, Jr. Day

Lincoln's Day

Washington's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Veteran's Day (Recommended November 11)

Thanksgiving Day and the following Friday

Admission Day

Christmas Eve (working day preceding Christmas)

Christmas Day

New Year's Eve (working day preceding New Year's Day)

14.1.1 - Unit members working a contract year of 185 days or less will receive 12 paid holidays, except unit members hired during the year, who will have their holiday pay prorated based on their actual number of working days that year compared to 237 working days. (Per Appendix VI)

14.1.2 - Unit members working more than a contract year of 185 days and up to a contract year of 237 days shall have their holiday pay prorated, except unit members hired during the year, who will have their holiday pay prorated based on their actual number of working days that year compared to 237 working days. (Per Appendix VI)

14.2 As stated in Education Code 45203, every day appointed by the President, or Governor of this State, as provided for in subsections (b) and (c) of Education Code Section 37220, for a public fast, thanksgiving or holiday, or any day declared a holiday under Education Code Section 1318 or 37222 shall be a paid holiday for all employees in the bargaining unit.

14.3 When a holiday herein listed falls on a Sunday, the following Monday shall be

1 deemed to be the holiday in lieu of the day observed. When a holiday herein listed falls on
2 a Saturday, the preceding Friday shall be deemed to be the holiday in lieu of the day
3 observed.

4 **14.4** Unit members of the District who are not normally assigned to duty during the
5 school holidays of the workday preceding Christmas Day, Christmas Day (December 25),
6 the workday preceding New Year's Day and New Year's Day (January 1) shall be paid for
7 those four (4) holidays provided they were in paid status during any portion of the working
8 day of their normal assignment immediately preceding or succeeding the recess period.

9 **14.5** When a unit member is required to work on any of the holidays listed in Section
10 14.1, he/she shall be paid compensation for such work, in addition to the regular pay
11 received for the holiday, at the rate of time-and-one-half of his/her regular rate of pay.

12 **14.6** Unit members working outside of their regular work year assignment meeting the
13 criteria listed in Section 14.1 will be paid for the holiday at the end of the month in the month
14 the holiday occurs or the next appropriate pay period.

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