

TA: _____ (date)
_____ (initials)

ARTICLE 12: HOLIDAYS

- 12.1 **HOLIDAYS.** The DISTRICT agrees to provide unit members with the following scheduled paid holidays:

Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Friday following Thanksgiving
Christmas Eve
Winter Break (Five weekdays from December 25 – December 31)
New Year's Day
Dr. Martin Luther King Jr. Day
Lincoln's Day
Washington's Day
Easter Sunday
Memorial Day
Juneteenth

12.1.1 **FLOATING HOLIDAY.** Unit members will be given one (1) floating holiday in lieu of the Saturday after Thanksgiving. The Floating Holiday is to be taken at the discretion of the unit member with at least five (5) working days' written notice, using the Classified Time Off Request Form (accessible on the DISTRICT intranet), to a supervisor. This day must be scheduled within the calendar year and may not be accumulated. The floating holiday shall not become a vested right until completion of the unit member's probationary period.

12.1.2 **BIRTHDAY HOLIDAY.** Unit members will be given a birthday holiday, which will be recognized as an additional holiday. The Birthday Holiday is to be taken at the discretion of the unit member with least five (5) working days' written notice, using the Classified Time Off Request Form (accessible on the DISTRICT intranet), to a supervisor. This day must be scheduled within the calendar year and may not be accumulated. The birthday holiday shall not become a vested right until completion of the unit member's probationary period.

12.1.3 ~~12.1.3~~ **ADDITIONAL HOLIDAYS.** Unit members shall be entitled to such additional holidays, other than those in Article 12.1 as are mandated by the

United States President, the Governor, or the Governing Board under Section 88203 of the Education Code.

12.1.4 HOLIDAY PAY – HOURS WORKED ON A HOLIDAY. Any Officer who works any portion of a shift that falls on the calendar date of a recognized holiday shall be entitled to holiday pay for all hours worked through the conclusion of the recognized holiday. Holiday pay shall continue until the end of the holiday hours, regardless of the shift's scheduled start or end time.

12.2 HOLIDAY COMPENSATION. A unit member required by a supervisor to work on a holiday shall receive their regular rate of pay, plus two (2) times their regular rate of pay for their hours worked or earn compensatory time off. If the unit member does work and receives pay on a holiday, they shall not receive an additional day off.

In the event that a DISTRICT holiday falls on a unit member's regularly scheduled day off, resulting in a loss of a DISTRICT holiday, the unit member shall be provided with a substitute holiday, or compensation in the amount to which the unit member would have been entitled to had the holiday fallen within his or her regularly work schedule in accordance with Education Code Section 88206. Unit members requesting holiday compensation shall notify their immediate supervisor no less than thirty (30) calendar days prior to the DISTRICT holiday.

12.2.1 RECOGNIZED HOLIDAY. In addition to any holiday compensation otherwise provided under this Article, unit members who work on the corresponding DISTRICT-recognized holiday identified in Section 12.1 of this Article, shall be paid their regular rate of pay, plus two (2) times their regular rate of pay for their hours worked or earn compensatory time off.

12.3 HOLIDAY ELIGIBILITY. A unit member must be in paid status during the workday immediately preceding or succeeding the holiday in order to be eligible to receive holiday pay.