

ARTICLE 12: HOLIDAYS

12.1 ~~HOLIDAYS. Unit members shall be paid regular time, plus time and a half for all hours worked on actual holidays set forth below as well as hours worked on~~ DISTRICT recognized holidays as set forth in section 12.1.1. ~~Compensatory time off in lieu of pay may be granted as provided in section 6.8.~~ **The DISTRICT agrees to provide unit members with the following scheduled paid holidays:**

12.1.1 ~~DISTRICT HOLIDAYS~~

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Friday following Thanksgiving

Christmas Eve

Winter Break (Five **week**days from December 25 – December 31)

New Year's Day

Dr. Martin Luther King Jr. Day

Lincoln's Day

Washington's Day

Memorial Day

Juneteenth

~~Unit member's birthday*~~

~~Floating Holiday*~~

~~*The day must be scheduled with prior reasonable notification for a date within that calendar year and must be mutually agreed upon between the unit member and the immediate supervisor.~~

12.1.1 FLOATING HOLIDAY. Unit members will be given (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 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.

12.2 HOLIDAY COMPENSATION. ~~A unit member required to work on any holiday shall be paid compensation or granted compensatory time off, at the rate of one and one half (1-1/2) times their regular pay in addition to the regular pay received for the holiday.~~ A unit member required by a supervisor to work on a holiday shall receive their regular rate of pay, plus one and one-half (1.5) 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 Unit members who have a regular scheduled day off on a holiday, which results in the loss of a holiday, shall have a substitute holiday, or provide compensation in the amount to which the unit member would have been entitled to had the holiday fallen within his or her normal-regularly work schedule in accordance with Education Code 88206. Unit members requesting holiday compensation shall notify their immediate supervisor no less than thirty (30) calendar days prior to the District holiday. Holidays shall be as set forth in section 12.1.~~

12.3 TWO CONSECUTIVE HOLIDAYS.

a. ~~In instances of two (2) consecutive holidays where the first (1st) day of the regular holiday is Friday and the second (2nd) day of the regular holiday is Saturday, the DISTRICT shall schedule the holiday on either the preceding Thursday or the following Monday.~~

b. ~~In instances of two (2) consecutive holidays where the first (1st) day of the regular holiday is Sunday and the second (2nd) day of the regular holiday is Monday, the DISTRICT shall schedule the holiday on either the preceding Friday or the following Tuesday.~~

c. ~~In instances of two (2) consecutive holidays falling on Saturday and Sunday, the DISTRICT shall schedule the holiday on the preceding Friday or on the following Tuesday. Unit members shall observe Monday as a holiday.~~

~~d. In instances of two (2) consecutive holidays falling on Wednesday and Thursday, the DISTRICT shall schedule the Wednesday holiday on Friday.~~

~~e. This Section shall not be applicable to Thanksgiving holiday.~~

12.4 ~~**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.~~
[moved to 12.1.3]

12.5 **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.