

4/29/2025 201 PM

Unit C
ARTICLE XVI

HOLIDAYS

1.0 Holidays: An employee in a regular assignment or in an assignment in lieu of his/her regular assignment shall receive holiday pay for those holidays listed below and for other holidays declared by the Board of Education, the Governor of California, or the President of the United States which come within or immediately about the employee's assignment period, subject to the conditions listed in Sections 1.1 through 1.31.2:

- January 1..... New Year's Day
- That date in January declared by the Board Martin Luther King, Jr. Day
- Third Monday in February..... Presidents Day
- Last Monday in May Memorial Day
- June 19 Juneteenth Day
- July 4 Independence Day
- That date declared by the Board Admission Day
- First Monday in September Labor Day
- November 11 Veterans Day
- That Thursday in November proclaimed by the President Thanksgiving Day
- Day following Thanksgiving Day Thanksgiving Friday
- December 25 Christmas Day
- That date declared by the Board Alternate Lincoln Day Observance

~~1.1 It is recognized by the parties that employees in this unit who are assigned to year round schools may not receive all of the foregoing holidays on the days specified depending upon the particular calendar for each year round school. Such employees shall, however, receive the same number of holidays according to their assignment basis as other employees in the same classification and on the same assignment basis. For example, employees assigned to a C Basis would be eligible for all of the holidays listed above which are indicated by an asterisk (*).~~

1.21.1 The employee must have been in paid status for a portion of the working day of his/her their assignment immediately preceding or succeeding the holiday, provided that an employee on a military leave of absence entitled to compensation under Article XIII (Leaves and Absences) shall only receive pay for the portion of the holiday period needed to meet the total time for which compensation is required by law.

1.31.2 An employee whose regular work schedule is less than five (5) days per week and forty (40) hours per week shall not be entitled to pay for any holiday observed on the employee's regularly scheduled day off.

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1.41.3 An employee who is not normally assigned to duty during the school holidays of December 25 and January 1 shall be paid for those two holidays provided that ~~he/she was~~ they were in a paid status during any portion of the working day of ~~his/her~~ their normal assignment immediately preceding or succeeding the holiday period.

2.0 Friday shall be the observed holiday for all purposes for holidays which fall on a Saturday; Monday shall be the observed holiday for all purposes for holidays which fall on a Sunday.

3.0 If a holiday occurs while an employee is on vacation or other paid leave, that day will be credited and paid as a holiday.