

ARTICLE TBD: HOLIDAYS AND OTHER AUTHORIZED ACTIVITIES.

The following holidays are authorized for employees:

A. Paid Holidays

*Independence Day	New Year's Eve
Labor Day	New Year's Day
Thanksgiving Day	Friday after Thanksgiving
Christmas Eve	Christmas Day
Good Friday	*Spring Holiday (variable)

*Applies only to 11-month and 12-month if the date falls within their contract year.

B. Non-paid Holidays. Employees required to work on a non-paid holiday will be paid their regular salary on an hour for hour basis.

1. 12-Month employees - Six days during the two-week period that schools are closed for Christmas. No more than 4 days during the period that schools are closed for spring holidays in accordance with the total number of required working days for employees based on the salary schedule.
2. 10-Month employees - Any day during the school year that an employee is not required to work because school is not in session and is not listed as a paid holiday will be considered a non-paid holiday.
3. If any of these holidays fall on Saturday, the preceding Friday shall be observed as a holiday; or if any of these holidays fall on Sunday, the following Monday shall be observed as a holiday.

C. Due to unusual operational needs, the Board may approve a variation in the holiday schedule for employees.

1. Each employee shall be given all holidays designated in this Section, if the workload of the division is such that the employees' work can be discontinued.
2. If the holiday falls on the employees' regular workday and the EMPLOYEE is required to work, the employee shall be credited with special compensatory leave at a ratio of one and one half hours for each hour worked.
3. If the holiday falls on the employees' regular day off and the EMPLOYEE is required to work, the employee shall be credited with special compensatory leave at a ratio

1 of one and one half hours for each hour worked.
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3 4. Special compensatory leave earned from working a holiday shall be compensated at
4 a ratio of one and one half hours for each hour worked. Compensation will not be
5 in the form of a payment.
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7 D. Employees who are on approved leave with pay when holidays allowed in this section
8 occur shall not have such days charged against their accrued leave credits.
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10 E. Employees in a non-pay status, during any portion of the last scheduled workday before
11 a holiday, shall not be eligible to receive payment for such holiday.
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13 ~~F1~~. Each site administrator may allow Employees one work break during the first half of
14 their work shift and one work break during the second half of their work shift, provided
15 that:
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17 1a. An employee may not accumulate unused work breaks.
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19 2b. Work break time shall not be authorized for covering an employee's late arrival
20 for duty or early departure from duty.
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