

ARTICLE 11 - HOLIDAYS

11.1 HOLIDAYS

All bargaining unit members shall be entitled to fifteen (15) paid holidays as listed in Exhibit E, provided they are in a paid status during any portion of the workday immediately preceding or following the holiday.

11.2 HOLIDAYS DECLARED BY THE PRESIDENT OR GOVERNOR

Every day appointed by the President of the United States or Governor of the State of California, as provided for in subdivision (a)(11) and (12) of Education Code, Section 37220 for a public fast, thanksgiving or holiday, or any day declared a holiday for classified employees under subdivision (a)(13) of Education Code Section 37220 shall be a paid holiday for all probationary or permanent employees who are a part of the classified service.

11.3 HOLIDAYS NOT WITHIN THE NORMAL DUTY ASSIGNMENTS

Bargaining unit members of the District who are not normally assigned to duty during the school holidays listed in Exhibit E as Winter Recess and the Spring Recess shall be paid for those holidays provided that they were in paid status during any portion of the working day of their normal assignment immediately preceding or succeeding the holiday period.

11.4 HOLIDAY ON SATURDAY OR SUNDAY

When a legal holiday listed on the District calendar falls on a Saturday, the preceding Friday shall be deemed to be the holiday. When a legal holiday listed on the District calendar falls on a Sunday, the following Monday shall be deemed the holiday.

11.5 HOLIDAY PAY FOR REQUIRED WORK

When a bargaining unit member is required to work on any designated holiday, he/she shall be paid compensation or, upon the mutual agreement of the District and employee, be given compensating time off for such work in addition to the regular pay received for the holiday, at the rate of time and one-half of his regular rate of pay.

11.6 HOLIDAY NOT PART OF VACATION

Holidays and other days allowable without loss of salary under the calendar adopted by the Board of education shall not apply against the vacation allowance.

11.7 COMPLIANCE WITH AZUSA DECISION

Pursuant to applicable and current law, bargaining unit employees also shall receive regular pay whether or not they are required to report for work on school days when pupils would otherwise have been in attendance but are not and for which certificated personnel receive regular pay. To be eligible for any such additional paid day, bargaining unit employees must be in paid status during any portion of the working day of the normal assignment immediately preceding or succeed the paid day.

11.8 CALENDAR

CSEA and the District agree to the creation of a Calendar Committee. It shall be composed equally of District representative appointed by the District and bargaining unit members appointed by CSEA and other District recognized employee organizations should they choose to be a party to the committee. Prior to the written request to reopen negotiations, the Committee shall meet to devise a proposed calendar. The Committee shall make an advisory recommendation on the Calendar, which shall then be negotiated between each bargaining unit and the District. The parties confirm and agree that only the District and Association have the power or right to negotiate bargaining unit work calendars.

11.9 FLOATING HOLIDAYS

Each member shall be entitled to two (2) days in total of paid leave annually for the purpose of observing cultural or religious holidays. If the member does not use their Floating Holidays in a given school-year the unused days will not carry over to the following year. The leave shall be used at the member's discretion, however, this leave shall not be used to extend breaks, vacations, or holidays that are already observed on the instructional calendar. Members shall give their administration at least five (5) days notice prior to taking this leave.