

COMPENSATION AND BENEFITS  
HOLIDAYS

DED  
(LOCAL)

Full-time College District personnel shall have paid holidays approved by the Board as may occur during their term of employment.

Except as may be otherwise approved by the Board, the following shall be the College District holiday schedule:

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|-----------------------------|-----------|---|
| 1. Martin Luther King, Jr.  | One day   | Third Monday in January.  |
| 2. Spring Break             | Five days | The week of Spring Break as provided in the academic calendar.  |
| 3. Good Friday              | One day   |   |
| 4. Memorial Day             | One day   |   |
| 5. Fourth of July           | One day   | If holiday falls on Saturday, the Friday before will be recognized as the holiday. If holiday falls on Sunday, the following Monday will be recognized as the holiday.  |
| 6. Labor Day                | One day   |   |
| 7. Thanksgiving             | Two days  | Thursday (Thanksgiving) and Friday.   |
| 8. Christmas and New Year's | Six days  | Christmas Day through New Year's Eve and including New Year's Day. If Christmas is on a Saturday, six-day period will run Friday through the following Friday. If Christmas is on a Sunday, six-day period will start on Monday and run through following Monday. |
| 9. Christmas Eve            | One day   | Only when December 24 falls on a Monday.  |

**Staffing During  
Holidays**

In order to provide for essential College District operations during a College District holiday, some members of the professional support staff may be required to work during the holiday(s). All professional support staff, including staff who are not eligible for overtime compensation under the Fair Labor Standards Act (FLSA), as amended, shall receive compensation for hours worked during the holiday. Compensation shall be based upon a staff member's regu-

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lar hourly pay rate for hours worked unless the hours worked during the workweek (including holiday hours) exceed the member's normal workweek, in which case, compensation will be based upon the overtime rate for the excess hours. No compensatory time shall be given. This provision does not apply to security personnel.