

**Tentative Agreement between Sweetwater Union High School District and
California School Employee Association and its Chapters 471, 731, 258
District Proposal on
November 8, 2021**

ARTICLE 12

HOLIDAYS

12.1 The following holidays are recognized paid holidays by the District:

- A. New Year's Eve Day
- B. New Year's Day
- C. Martin Luther King, Jr. Day
- D. Lincoln's Birthday
- E. Washington's/President's Day
- F. Cesar Chavez Holiday
- G. Friday of spring recess
- H. Memorial Day
- I. Independence Day
- J. Holiday declared by District in lieu of holiday not observed on Admissions Day
- K. Labor Day
- L. Veteran's Day
- M. Thanksgiving Day
- N. Day after Thanksgiving
- O. Christmas Eve Day
- P. Christmas Day
- Q. **Juneteenth**

The dates will be established in the adopted school calendar.

- 12.2 If any of the above holidays falls on Saturday or Sunday, the following Monday or previous Friday will be observed as a paid holiday, unless as otherwise adopted in the school calendar.
- 12.3 An employee who is not normally assigned to duty during winter and spring recess shall be paid for those holidays occurring during those recess periods if they were in a paid status on the day preceding or the next day succeeding the recess. The local holidays shall be on days when students are not in session.
- 12.4 If a holiday is observed on an employee's scheduled day off, he/she shall be paid for the holiday or shall be entitled to an additional day off.
- 12.5 If a paid holiday is scheduled while an employee is on a paid leave status, then that day shall not be deducted from the employee's accrued leave.
- 12.6 An employee must be in a paid status during any portion of the working day immediately preceding or succeeding the holiday, except as provided for in Section 12.3 of this article.
- 12.7 If an employee is required to work on a holiday and there is not an in lieu of holiday provided in the calendar, the employee may receive compensatory time off if approved by

ONS
PB

RR

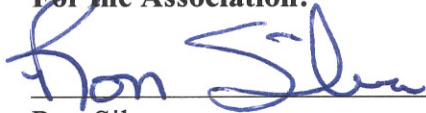
the supervisor or the employee shall receive his/her regular salary for the day plus time and one-half (1½) pay of the employee's regular salary.

12.8 Floating Holiday:

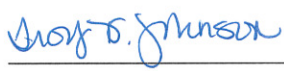
- A. One (1) day of non-accumulative leave shall be granted to each bargaining unit member per year. Such leave must be taken as a whole day and must be requested three (3) workdays (excluding holidays) in advance and is subject to the approval of the unit member's supervisor. Generally, not more than one (1) employee per department or two percent (2%) of the department may exercise this leave on the same day. This provision may be waived by the supervisor.
- B. The District agrees to provide substitutes for cafeteria workers who take the one (1) day leave provided in this article. In addition, gardeners and custodians may be provided with a substitute as determined by the site administrator.

12.9 The District agrees to meet and consult with representatives of the CSEA before it adopts the school calendar. Following consultation with the CSEA, the District shall adopt the school calendar.

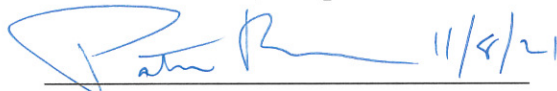
For the Association:



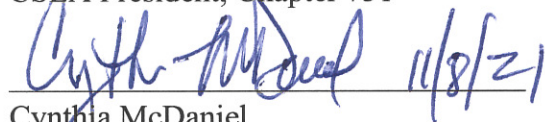
Ron Silva
CSEA President, Chapter 258

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Troy Johnson
CSEA President, Chapter 471

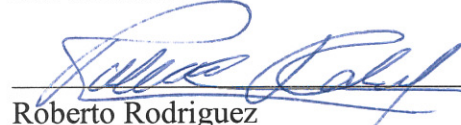
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Patrick Brown
CSEA President, Chapter 731


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Cynthia McDaniel
CSEA Labor Relations Representative


For the District:



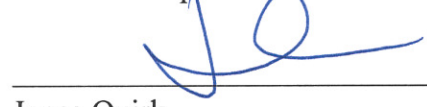
Roberto Rodriguez
Director of Labor Relations



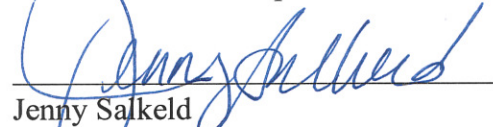
Anna Pedroza
Director of Human Resources



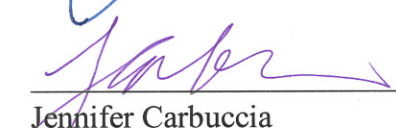
Michelle Sturm-Gonzalez
Director of Special Services



Janea Quirk
Chief Facilities & Operations Officer



Jenny Salkeld
Chief Financial Officer



Jennifer Carbuccia
General Counsel