

Article 9 – Holidays

9.1 The following shall be paid holidays for annual employees:

- Martin Luther King Day;
- Independence Day;
- Labor Day;
- Veterans Day (as observed by the Oregon Schools)
- Thanksgiving Day;
- The day after Thanksgiving Day;
- Christmas Day;
- New Year's Day;
- Memorial Day;
- Juneteenth;
- ~~Indigenous Peoples' Day. For site-based staff whose assigned district does not observe Indigenous Peoples' Day, immediate supervisors will assign affected site-based staff a day in October for observance of the Holiday that minimizes impact on operations. Article 9.4 will not apply to staff assigned an alternative day to observe.~~

9.2 The following shall be paid holidays for academic year employees:

- Martin Luther King Day;
- Labor Day;
- Veterans Day (as observed by the Oregon Schools)
- Thanksgiving Day;
- The day after Thanksgiving Day;
- Christmas Day;
- New Year's Day;
- Memorial Day;
- Juneteenth (only if the employee works 150 hours or more during the month of June);

~~Indigenous Peoples' Day. For site-based staff whose assigned district does not observe Indigenous Peoples' Day, immediate supervisors will assign affected site-based staff a day in October for observance of the Holiday that minimizes impact on operations. Article 9.4 will not apply to staff assigned an alternative day to observe.~~ Academic year employees, who are assigned to a school district, will follow the holiday schedule of the local school district to which they are assigned. Any holiday observed by the local district not outlined above as a paid holiday shall be an unpaid day off.

9.3 Unpaid holidays will include the period December 26 through December 31. However, no annual employee will suffer any reduction on pay as a result of this closure.

9.4 Any employee required to work on a day specified in 9.1 or 9.2 above shall be compensated at the rate of two times their regular rate of pay.

9.5 The District recognizes the cultural significance of Indigenous People's Day but is unable to add it as a holiday at this time. The District will consult with the Diversity Equity and Inclusion (DEI) committee and local community

leaders to implement meaningful ways to raise awareness of the holiday amongst the ESD, service school districts, and the service region.