

McLennan Community College

POLICIES AND PROCEDURES

Reference:	F-I-b	Effective Date	11/27/2007
Subject:	Holiday Policy for Regular Employees		
Source:	Board of Trustees		
Approval Authority:	Board of Trustees	Approval Date	11/27/2007
History:	Previously approved 11/27/2007, replaced policy dated 08/26/2007		
Remarks:	Policy updated to new format.		

The President of the College shall designate each year, before September 1, the paid holidays to be provided eligible employees during the 12-month period beginning September 1. The holiday schedule shall be consistent with generally accepted practices in other institutions of higher education and shall conform to the requirements of law and to the standards of appropriate accrediting associations.

The holiday schedule shall represent the College's plan, or estimate, of holidays to be provided during a given year, and may be revised by the President in the best interests of the College. Usually, holidays occur when the College is not open for business. Holidays must be taken on the designated dates unless special arrangements serving the interests of the College are approved by the President.

All regular employees of the College are eligible for paid holidays as provided in this policy. Designation as to whether a particular position is "regular" or "temporary" will be made on the position authorization and pay authorization forms. Employees paid from "student wages" accounts are not eligible.

Exceptions to the above provisions, regarding certain categories of personnel, are as follows:

Faculty--Faculty duty days and holidays shall occur between the faculty reporting date each semester (or other assignment period) and the closing date of the semester (or other assignment period). Accordingly, proration of salaries of individual faculty members shall be based on the number of duty days and paid holidays within the particular semester, or other assignment period. Faculty members paid on an hourly rate basis are not eligible for paid holidays.

Physical Plant and Campus Police Personnel--Physical Plant and Campus Police personnel (full-time, 12 month employees) holidays (except for 10 floating days) will be designated each year, before September 1, by the President or his designee in conjunction with the Director, Physical Plant and the Chief of Police. The ten floating holiday are not set by the college, but will be scheduled by the employee with the approval of the appropriate supervisor. The needs and desires of both the College and the employee will be considered in granting approval for holiday leave.

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Holidays for employees in this category shall be advanced on September 1 of every year. Personnel employed after September 1 will receive a proportionate amount of holiday leave for the number of months to be worked within the fiscal year. Holidays may not be carried over to the next fiscal year. Upon termination of employment, an individual shall be allowed to use any unused holiday time (based upon the number of months worked within the fiscal year) and shall be required to repay any holiday time that has been advanced before the termination date.