



Ohio Administrative Code Rule 3357:12-5-27 Paid holidays.

Effective: March 18, 2015

(A) All employees of Zane state college who are employed under a full-time twelve-month contract shall be entitled to the following holidays:

New Years Day	January 1
Martin Luther King, Jr. Day	3rd Monday in January
Memorial Day	Last Monday in May
Fourth of July	
Labor Day	1st Monday in September
Veterans Day	November 11
Thanksgiving Day	4th Thursday in November
Day after Thanksgiving	4th Friday in November
Christmas Eve	December 24 Floating Holiday - Columbus Day
Christmas Day	December 25
New Year's Eve	December 31 (Floating Holiday - President's Day)

(B) In the event that any of the aforesaid holidays should fall on Saturday, the Friday immediately preceding shall be observed as the holiday. In the event that any of the aforesaid holidays should fall on Sunday, the Monday immediately succeeding shall be observed as the holiday.

(C) Based on division (B) of section 124.19 of the Revised Code, the president may, for all employees of the college, observe on days other than those specified above any of the holidays otherwise observed on the third Monday in February and the second Monday in October.

(D) If an employee whose position is classified in categories 1 - 6, support personnel, of the Zane state college salary schedule is required by an authorized administrator to work on a holiday, the employee shall be compensated for such time worked at 1.5 times the employees regular pay or at 1.5 times compensatory time off in lieu of overtime pay. If the employee elects to take compensatory time off in lieu of overtime pay for any overtime worked, such compensatory time



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shall be granted by the employees departmental supervisor with the approval of a senior administrator at a time mutually convenient to the employee and the college within one hundred eighty days after the overtime is worked. effective: January 1, 2000.