

**STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION**

**PROCEDURE**

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**TITLE:** HOLIDAYS

**POLICY  
REFERENCE NUMBER:** 8-3-108

**DIVISION OF  
RESPONSIBILITY:** Human Resource Services

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**DATE OF LAST REVISION:** July 9, 2020

**DISCLAIMER**

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE SC STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/ THE SC TECHNICAL COLLEGE SYSTEM. THE STATE BOARD FOR TECHNICAL AND COMPREHENSIVE EDUCATION/THE SC TECHNICAL COLLEGE SYSTEM RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.**

**I. ELIGIBILITY**

All non-faculty employees in full-time equivalent (FTE) positions<sup>1</sup>, time-limited employees, and temporary grant employees, if provided through the project/grant, shall be allowed to observe with pay those legal holidays listed in Section II of this procedure.

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<sup>1</sup> Faculty reference procedure 8-3-101.1 Faculty Non-Work Days.

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**II. LEGAL HOLIDAYS**

New Year's Day	January 1
Martin Luther King, Jr. Day	Third Monday in January
George Washington's Birthday/ Presidents' Day	Third Monday in February
Confederate Memorial Day	May 10
National Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday Following Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25
Day after Christmas	December 26

**III. HOLIDAY OBSERVANCE PROCEDURE**

- A. To accommodate academic calendars, colleges may establish holiday schedules differing from those observed by other state agencies. However, in all cases, the number of holidays observed in a calendar year will be consistent with the number granted to all state agencies.
- B. Holidays are to be taken on the prescribed day in the academic calendar for all eligible college employees. System Office employees are required to take holidays on the day prescribed in Section II of this procedure. When a holiday falls on a Saturday or Sunday it shall be observed on the preceding Friday or the following Monday, respectively, by employees working a Monday through Friday schedule. Employees in FTE positions who do not work a normal Monday through Friday workweek shall receive no more nor less number of holidays than those employees who work the normal Monday through Friday workweek.
- C. The length of an employee's holiday is computed based on the number of hours in the employee's average workday. To determine the number of hours in a holiday, divide the total number of hours an employee is regularly scheduled to work during a week by five (regardless of the number of days the employee actually reports to work).

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- D. When a holiday falls during a period of leave with pay, that day will be counted as a holiday, not as a day of leave.
- E. Employees who are on leave without pay shall not be paid or receive holiday compensatory time for holidays falling during this period of leave without pay.
- F. Employees who are on leave without pay the day before a holiday shall not be paid or receive holiday compensatory time for a holiday(s) following the day of leave without pay.

#### **IV. HOLIDAY COMPENSATORY TIME**

- A. A college employee who is required to work on a holiday by his/her supervisor shall be given holiday compensatory time within one year from the date of the holiday at a time mutually agreed upon by the supervisor and the employee. However, time worked on a legal holiday shall be used in computing total hours worked. All nonexempt employees in colleges who are not allowed to take holiday compensatory time earned for working on a holiday within the one year period shall be paid for the holiday at the straight hourly rate for the employee.
- B. A System Office employee who is required to work on a holiday by his/her supervisor shall be given holiday compensatory time within 90 days from the date of the holiday at a time mutually agreed upon by the supervisor and the employee. System Office employees who are not allowed to take holiday compensatory time earned within the 90 day period shall be paid for the holiday at the straight hourly pay rate of the employee. The System President or designee may extend the 90 day period for an additional 90 days because of limited staffing.
- C. Should a College employee or a System Office employee be required to work on a holiday, the College or System Office shall give the employee who must work advanced notice if possible.
- D. An employee who must work a portion of the holiday due to a shift that begins on one day and ends on another shall be granted holiday compensatory time equal to all hours worked on the holiday.

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- E. Exempt employees shall not be paid for unused holiday compensatory time upon separation of employment.
- F. Nonexempt employees shall be compensated for all holiday compensatory time upon separation from employment. Nonexempt employees will be paid for unused holiday compensatory time upon separation of employment from State government, movement to a position in another State agency, or upon an employee starting in an exempt position in the current agency. Exempt employees shall not be paid for unused holiday compensatory time upon separation of employment.

**V. HOLIDAY COMPENSATORY TIME RECORD**

Colleges and the System Office shall maintain records for all employees who receive holiday compensatory time. Information contained in the record must include:

1. compensatory time earned and used in terms of hours, and
2. the number of hours per week the employee is normally scheduled to work and the employee's average workday.