

**July 2021 – June 2022 HOLIDAY SCHEDULE**

Tusculum University is delighted to announce this fiscal year’s holiday schedule. We are proud to support important institutional mission objectives and national observances which this year total 21 paid days off. Considering employees in the U.S. receive an average of 8 paid holidays, Tusculum’s benefit adds considerable value to your work experience which is above and beyond the norm. Below are our regular holidays and certain details of observance. For full details please see policy 6.01 in the Employee Handbook.

* **Independence Day** - Monday, July 5, 2021
* **Labor Day** - Monday, September 6, 2021
* **Thanksgiving** - Wednesday – Friday, November 24-26, 2021
* **Christmas and New Year’s Day** - Observed Monday, December 20, 2021, through Friday, December 31, 2021 (return to work on Monday, January 3, 2022).
* **Martin Luther King Day** - Monday, January 17, 2022
* **President’s Day** - Monday, February 21, 2022
* **Spring Break for Staff** – Thursday – Friday, March 10 – 11, 2022
* **Good Friday** - Friday, April 15, 2022
* **Memorial Day** - Monday, May 30, 2022

The President or respective department Cabinet Officer may determine, for the welfare of students and/or continuity of business operations/services, certain departments remain open on either full or reduced schedules during holiday periods. Traditionally, these departments have included but are not limited to, Admissions, Business Office, Financial Aid, Institutional Advancement, Student Affairs, and Athletics. Other offices may need to establish call in schedules to cover planned or unplanned occurrences which may serve current/prospective students, visitors, business projects, emergencies, or other operations/initiatives. Campus Safety will maintain normal working presence during all holidays.

**Eligibility:**

Full-time staff (actively employed the day before and the day after the holiday) are eligible for holiday pay. Employees who are on FMLA or leave of absence, part-time, contracted or temporary are not eligible.

**Holiday Work & Special Pay Provision:**

In the event an employee is required/scheduled to work on a holiday, they will receive an alternate day off (with pay). This alternate day will be scheduled and approved in advance by the supervisor and should be taken within 2-months of the holiday. A non-exempt employee who works 5-hours or more on a holiday will be paid for a full 8-hour shift provided the time is recorded and approved on their timesheet.