



Holiday Schedule 2019-2020

Date	Holiday	Day
September 2, 2019	Labor Day	Monday
November 28, 2019	Thanksgiving Day	Thursday
November 29, 2019	Day after Thanksgiving	Friday
December 23, 2019	Winter Holiday (no skeleton crew)	Monday
December 24, 2019	Day Before Christmas	Tuesday
December 25, 2019	Christmas Day	Wednesday
December 26, 2019	Day after Christmas	Thursday
December 27, 2019	Winter Holiday (no skeleton crew)	Friday
December 30, 2019	Winter Holiday (skeleton crew required)	Monday
December 31, 2019	Winter Holiday (skeleton crew required)	Tuesday
January 1, 2020	New Year's Day	Wednesday
January 2, 2020	Winter Holiday (skeleton crew required)	Thursday
January 3, 2020	Winter Holiday (skeleton crew required)	Friday
January 20, 2020	Martin Luther King, Jr. Day	Monday
May 25, 2020	Memorial Day	Monday

Texas Legislators designated 15 holidays for fiscal year 2019-2020. The total number of holidays awarded to state employees fluctuates annually because when typical holidays fall on Saturday or Sunday, they are not observed. Institutions of higher education may rearrange state holidays and establish their own holidays in order to provide more effective work schedules that are consistent with the academic calendar.

*Skeleton work crew days: In accordance with the provisions of the *Texas Government Code* § 662.004, "A state agency and an institution of higher education as defined by Section [61.003](#), Education Code, shall have enough employees on duty during a state holiday to conduct the public business of the agency or institution." **The skeleton work crew requirement excludes days where a federal holiday has been designated on a different day. This year, Veterans Day will be observed on Monday, December 23, 2019 and Presidents' Day Wednesday will be observed on December 27, 2019.**

An employee who serves as a member of a skeleton crew will be granted state compensatory time in lieu of the holiday in accordance to Chapter 4.27, section C. of the [Handbook of Operating Procedures](#) "State Compensatory Time". State compensatory time off must be scheduled within twelve (12) months following the workweek in which the compensatory time was earned with the prior approval of the employee's supervisor.

State compensatory time may also be used to observe an additional religious holiday(s), or state or national holiday that is not officially observed by UTSA. The Texas Legislature has specified Rosh Hashanah, Yom Kippur, Cesar Chavez Day and Good Friday as optional holidays. Employees are entitled to observe these holidays provided that they work a skeleton crew holiday, or use accrued and available leave.