



UTSA Holiday Schedule 2020-2021

Date	Holiday	Day
September 7, 2020	Labor Day	Monday
November 26, 2020	Thanksgiving Day	Thursday
November 27, 2020	Day after Thanksgiving	Friday
December 21, 2020	Winter Holiday (skeleton crew required)*	Monday
December 22, 2020	Winter Holiday (No skeleton crew required)	Tuesday
December 23, 2020	Winter Holiday (No skeleton crew required)	Wednesday
December 24, 2020	Day Before Christmas	Thursday
December 25, 2020	Christmas Day	Friday
December 29, 2020	Winter Holiday (skeleton crew required)*	Tuesday
December 30, 2020	Winter Holiday (skeleton crew required)*	Wednesday
December 31, 2020	Winter Holiday (skeleton crew required)*	Thursday
January 1, 2021	New Year's Day	Friday
January 18, 2021	Martin Luther King, Jr. Day	Monday
May 31, 2021	Memorial Day	Monday

Texas Legislators designated 14 holidays for fiscal year 2020-2021. 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 shall have enough employees on duty during a state holiday to conduct the public business of the institution.” **The skeleton work crew requirement excludes days where a federal holiday has been designated on a different day. This year, Veterans Day and Presidents’ Day will be observed on Tuesday, December 22, 2020 and Wednesday, December 23, 2020, respectively.**

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.