

CHANCELLOR SONNY PERDUE  
270 WASHINGTON STREET, S.W.  
ATLANTA, GEORGIA 30334



PHONE: (404) 962-3000  
FAX: (404) 962-3013  
EMAIL: CHANCELLOR@USG.EDU

BOARD OF REGENTS OF  
THE UNIVERSITY SYSTEM OF GEORGIA

April 15, 2022

Presidents  
University System of Georgia  
*sent via email*

Dear Presidents:

The Board of Regents of the University System of Georgia (USG) met on April 12 – 13, 2022, at Albany State University. During this meeting, the following Board of Regents (BOR) policy was revised:

**Personnel**

➤ **Board Policy 8.2.6 Holidays**

The effective date of this policy revision is April 13, 2022. Attached as an Exhibit is a document that provides background information and also shows the language of the revised policy provision. Questions regarding this policy revision should be directed to Dr. Juanita Hicks, Vice Chancellor of Human Resources. Dr. Hicks may be reached at [juanita.hicks@usg.edu](mailto:juanita.hicks@usg.edu) or (404) 962-3246.

Please share widely with the appropriate offices at your institution to include Academic Affairs, Human Resources, Business and Finance, Legal Affairs, Audit and Compliance.

Sincerely,

Sonny Perdue  
Chancellor

Enclosure

cc: Tracey Cook, Executive Vice Chancellor for Strategy and Fiscal Affairs  
Teresa MacCartney, Executive Vice Chancellor for Administration  
Dr. Stuart Rayfield, Interim Executive Vice Chancellor for Academic Affairs  
Ashley Jones May, Chief of Staff and Vice Chancellor for External Affairs  
Claire Arnold, Vice Chancellor for Internal Audit, Chief Audit Officer  
Dr. John Fuchko, III, Vice Chancellor for Organizational Effectiveness  
Dr. Juanita Hicks, Vice Chancellor for Human Resources  
Chris McGraw, Vice Chancellor of Legal Affairs and Secretary to the Board  
Sandra Neuse, Vice Chancellor for Real Estate and Facilities

Dr. Joyce Jones, Vice Chancellor for Student Affairs  
Dr. Martha Venn, Vice Chancellor for Academic Affairs  
Sherma Francis, Human Resources Program Director  
Wesley Horne, Director of Ethics and Compliance  
Institutional Chief Business Officers  
Institutional Provosts  
Institutional Human Resource Directors  
Institutional Legal Officers  
Institutional Effectiveness Leads  
Institutional Audit Directors

**Exhibit**  
**BOARD OF REGENTS POLICY MANUAL**  
**Meeting of April 12 - 13, 2022**

**Board Policy Revision**

**Policy Manual Section 8.2.6**

**Background:**

Prior to this year's legislative session, state law (at O.C.G.A. § 1-4-1) required state agencies to provide 12 paid holidays to their employees each year. During this year's session, the General Assembly passed House Bill 1335 and state law will now require 13 paid holidays per year. Board Policy 8.2.6, Holidays, currently provides for 12 paid holidays for USG employees. The revised policy section will automatically align the number of paid holidays for USG employees with the number of paid holidays called for in state law without requiring the Board to amend its policy each time there may be a change in state law in the future.

**Current Policy:**

Each USG institution shall establish 12 official paid holidays each calendar year for employees at the institution. These holidays shall be awarded in addition to earned vacation time and shall be observed in accordance with the rules and regulations set forth by the Board of Regents, the USG, and the institution. A terminating employee shall not be paid for any official holidays occurring after the last working day of employment.

**Revised Policy:**

Each USG institution shall establish official paid holidays each calendar year for employees at the institution. The number of paid holidays shall equal the number of paid holidays allowed for State of Georgia employees under state law. These holidays shall be awarded in addition to earned vacation time and shall be observed in accordance with the rules and regulations set forth by the Board of Regents, the USG, and the institution. A terminating employee shall not be paid for any official holidays occurring after the last working day of employment.