

By: Ramos

H.B. No. 4382

A BILL TO BE ENTITLED

AN ACT

1
2 relating to personal leave provided for a public school employee
3 who is ordered to isolate due to exposure to or testing positive for
4 certain diseases.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

6 SECTION 1. Section 22.003, Education Code, is amended by
7 adding Subsection (a-1) and amending Subsection (c-1) to read as
8 follows:

9 (a-1) In addition to all other days of leave provided by
10 this section or by the school district, an employee of a school
11 district who is subject to federal, state, or local regulations
12 regarding isolating due to exposure to or testing positive for a
13 disease that is the basis for a disaster declared by the governor
14 under Section 418.014, Government Code, for all or part of the state
15 and is unable to perform the employee's job duties remotely is
16 entitled to not less than the number of days of leave for
17 compensation necessary to comply with an order to isolate following
18 the exposure to the disease or positive test result. Days of leave
19 taken under this subsection may not be deducted from accrued
20 personal leave or leave that the employee is entitled to under the
21 Family and Medical Leave Act of 1993 (29 U.S.C. Section 2601 et
22 seq.). The days of leave for compensation provided by this
23 subsection also apply to an employee who is the primary caregiver
24 for a child who is exposed to or has tested positive for a disease

1 described by this subsection.

2 (c-1) Any informational handbook a school district provides
3 to employees in an electronic or paper form or makes available by
4 posting on the district website must include notification of an
5 employee's rights under Subsections (a-1) and [Subsection] (b) in
6 the relevant section of the handbook. Any form used by a school
7 district through which an employee may request leave under this
8 section must include disaster leave under Subsection (a-1) and
9 assault leave under Subsection (b) as options [~~an option~~].

10 SECTION 2. This Act applies beginning with the 2021-2022
11 school year.

12 SECTION 3. This Act takes effect immediately if it receives
13 a vote of two-thirds of all the members elected to each house, as
14 provided by Section 39, Article III, Texas Constitution. If this
15 Act does not receive the vote necessary for immediate effect, this
16 Act takes effect September 1, 2021.