

By: Bernal

H.B. No. 4092

A BILL TO BE ENTITLED

AN ACT

relating to the compensation of public school district employees for additional workdays.

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

SECTION 1. Subchapter A, Chapter 22, Education Code, is amended by adding Section 22.012 to read as follows:

Sec. 22.012. COMPENSATION FOR ADDITIONAL WORKDAY. (a) Not later than May 1 of each year, a school district shall publish an official calendar for the following school year that specifies each day that is an official workday for school district employees.

(b) If a school district employee is required to work on additional days that are not identified as workdays on the calendar published as required by Subsection (a), the district shall compensate the employee for the additional days.

(c) A school district must compensate an employee for each additional day of work in an amount not less than the greater of:

(1) the amount that the school district would deduct from the employee's annual salary if the employee accrued an absence beyond the employee's available personal leave;

(2) a daily rate, calculated by dividing the employee's annual salary by the number of workdays specified in the calendar required under Subsection (a); or

(3) the same rate by which the annual salary of the employee may be reduced as provided by Section 21.4021(b).

1        (d) A school district may not take any action that results  
2 in a longer workday for a school district employee to comply with  
3 this section.

4        SECTION 2. This Act takes effect immediately if it receives  
5 a vote of two-thirds of all the members elected to each house, as  
6 provided by Section 39, Article III, Texas Constitution. If this  
7 Act does not receive the vote necessary for immediate effect, this  
8 Act takes effect September 1, 2015.