87R12727 MWC-D

By:  Ramos H.B. No. 4382

A BILL TO BE ENTITLED

AN ACT

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

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

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

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

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

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

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