

BILL ANALYSIS

H.B. 1411
By: Allen
Public Education
Committee Report (Unamended)

BACKGROUND AND PURPOSE

Currently, the Education Code requires that public school districts provide five days of paid personal leave per year to district employees with no limit on accumulation. While districts have the discretion to provide additional personal leave beyond this minimum, current law does not specify that the leave can be used on designated school holidays. The bill author has informed the committee that this can result in days that employees cannot work and cannot be paid, causing undue hardship for those employees. H.B. 1411 seeks to address this issue by entitling a public school district employee to use personal leave for compensation for a day designated as a school holiday for which the employee would otherwise not receive compensation, with certain limitations.

CRIMINAL JUSTICE IMPACT

It is the committee's opinion that this bill does not expressly create a criminal offense, increase the punishment for an existing criminal offense or category of offenses, or change the eligibility of a person for community supervision, parole, or mandatory supervision.

RULEMAKING AUTHORITY

It is the committee's opinion that this bill does not expressly grant any additional rulemaking authority to a state officer, department, agency, or institution.

ANALYSIS

H.B. 1411 amends the Education Code to entitle a public school district employee with available personal leave under the state minimum personal leave program to use the leave for compensation for a day designated as a school holiday for which the employee would otherwise not receive compensation. The bill prohibits such an employee from using more than two of the personal leave days provided to the employee per year under the program for days designated as school holidays during that year. The bill's provisions apply only to a district employee who is not exempt from the overtime provisions of the federal Fair Labor Standards Act of 1938 and whose pay is not annualized.

H.B. 1411 applies beginning with the 2025-2026 school year.

EFFECTIVE DATE

On passage, or, if the bill does not receive the necessary vote, September 1, 2025.