

By: Allen, Plesa, et al.

H.B. No. 1411

A BILL TO BE ENTITLED

AN ACT

relating to the use of personal leave during school holidays by certain school district employees.

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

SECTION 1. Section 22.003, Education Code, is amended by adding Subsection (g) to read as follows:

(g) A school district employee with available personal leave under the state minimum personal leave program is entitled to use the leave for compensation for a day designated as a school holiday for which the employee would otherwise not receive compensation. An employee may not use 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. This subsection applies only to a school district employee:

(1) who is not exempt from the overtime provisions of the federal Fair Labor Standards Act of 1938 (29 U.S.C. Section 201 et seq.); and

(2) whose pay is not annualized.

SECTION 2. This Act applies beginning with the 2025-2026 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

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1 Act takes effect September 1, 2025.