By: Allen H.B. No. 1411

A BILL TO BE ENTITLED

AN ACT

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- 2 relating to the use of personal leave during school holidays by 3 certain school district employees.
- 4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:
- 5 SECTION 1. Section 22.003, Education Code, is amended by 6 adding Subsection (g) to read as follows:
- 7 (g) A school district employee with available personal
- 8 leave under the state minimum personal leave program is entitled to
- 9 use the leave for compensation for a day designated as a school
- 10 holiday for which the employee would otherwise not receive
- 11 compensation. An employee may not use more than two of the personal
- 12 leave days provided to the employee per year under the program for
- 13 days designated as school holidays during that year. This
- 14 subsection applies only to a school district employee:
- 15 (1) who is not exempt from the overtime provisions of
- 16 the federal Fair Labor Standards Act of 1938 (29 U.S.C. Section 201
- 17 et seq.); and

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- 18 (2) whose pay is not annualized.
- 19 SECTION 2. This Act applies beginning with the 2025-2026
- 20 school year.
- 21 SECTION 3. This Act takes effect immediately if it receives
- 22 a vote of two-thirds of all the members elected to each house, as
- 23 provided by Section 39, Article III, Texas Constitution. If this
- 24 Act does not receive the vote necessary for immediate effect, this

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1 Act takes effect September 1, 2025.