

- SUBJECT:** Allowing school employees to use personal leave during school holidays
- COMMITTEE:** Public Education — favorable, without amendment
- VOTE:** 13 ayes — Dutton, Lozano, Allen, Allison, K. Bell, Bernal, Buckley, M. González, Huberty, K. King, Meza, Talarico, VanDeaver
- 0 nays
- WITNESSES:** For — (*Registered, but did not testify:* Andrea Chevalier, Association of Texas Professional Educators; Dena Donaldson, Texas AFT; Paige Williams, Texas Classroom Teachers Association; Laura Atlas Kravitz and Carrie Griffith, Texas State Teachers Association)
- Against — (*Registered, but did not testify:* Jodi Duron, Elgin ISD; Grover Campbell, TASB; Barry Haenisch, Texas Association of Community Schools; Amanda Brownson, Texas Association of School Business Officials)
- On — (*Registered, but did not testify:* Eric Marin and Von Byer, Texas Education Agency)
- BACKGROUND:** Education Code sec. 22.003 provides school district employees with a state minimum personal leave program consisting of five days per year. There is no limit on accumulation of the leave and it is transferable among districts.
- DIGEST:** HB 1068 would allow a school district employee with available personal leave 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 would take effect September 1, 2021.
- SUPPORTERS SAY:** HB 1068 would let school district employees put a day of paid time off toward a day that was a school holiday for which the employee would

otherwise not be paid. This would be especially important for non-salaried positions such as bus drivers, custodians, cafeteria workers, and paraprofessionals who often receive lower paychecks during longer holiday breaks in the school year.

**CRITICS  
SAY:**

HB 1068 could impact school district planning, including maintenance and custodial work during school holiday breaks, by allowing non-salaried employees to take accumulated personal time off during school holidays.