

By: Representative Burnett

To: Education

HOUSE BILL NO. 843

1 AN ACT TO REQUIRE SCHOOL DISTRICTS TO COMPENSATE
 2 NONINSTRUCTIONAL AND HOURLY SCHOOL EMPLOYEES WHENEVER THE DISTRICT
 3 CLOSES SCHOOLS DUE TO EXTREME WEATHER, ILLNESS OR OTHER REASONS;
 4 TO REQUIRE THE COMPENSATION PAID TO THOSE EMPLOYEES TO BE
 5 CONSISTENT WITH THE AMOUNT THEY WOULD HAVE BEEN PAID IF THE
 6 SCHOOLS HAD NOT BEEN CLOSED; AND FOR RELATED PURPOSES.

7 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

8 **SECTION 1.** Whenever a school district is required to close
 9 the operation of its schools due to extreme weather conditions or
 10 an inordinately large number of absentees as a result of illness,
 11 natural disaster or any concerted activity discouraging school
 12 attendance, the school district shall compensate noninstructional
 13 school employees who are paid hourly wages and any other school
 14 employees who are not under contract with the school district,
 15 notwithstanding the inability of those employees to report to
 16 work. A school employee who is paid an hourly wage for a
 17 specified number of hours each day must be compensated for the
 18 number of hours the employee would have worked, but for the
 19 school's closure, on each particular day that the school is
 20 closed. A school employee whose work hours vary from day to day



21 must be compensated for a number of hours equal to the average
22 number of hours worked per day by that employee during the thirty
23 (30) days immediately preceding the school's closure. The pay
24 rate for a school employee compensated under this section may not
25 be reduced by the school district during such time that the
26 employee's school remains closed.

27 **SECTION 2.** This act shall take effect and be in force from
28 and after July 1, 2024.

