

By: Representative Burnett

To: Education

## HOUSE BILL NO. 749

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, 2025.