

By: Lalani

H.B. No. 846

A BILL TO BE ENTITLED

AN ACT

relating to a parental leave policy for certain school district  
classroom teachers.

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

SECTION 1. Subchapter I, Chapter 21, Education Code, is  
amended by adding Section 21.416 to read as follows:

Sec. 21.416. PARENTAL LEAVE FOR CERTAIN CLASSROOM TEACHERS.

(a) The board of trustees of a school district shall adopt a policy  
providing that a classroom teacher who has been employed by the  
district for fewer than 12 months or who worked fewer than 1,250  
hours during the 12-month period preceding the beginning of the  
leave under this section is eligible to take a parental leave of  
absence not to exceed 12 weeks in accordance with this section if  
the teacher has been employed as a classroom teacher by any district  
in this state for at least 12 months and at least 1,250 hours during  
the 12-month period preceding the beginning of the leave.

(b) The classroom teacher must first use all available and  
applicable paid vacation and sick leave while taking the leave, and  
the remainder of the leave is unpaid.

(c) The leave authorized by this section is limited to, and  
begins on the date of, the birth of a natural child of the employee  
or the adoption by or foster care placement with the employee of a  
child.

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

1 school year.

2           SECTION 3. This Act takes effect immediately if it receives  
3 a vote of two-thirds of all the members elected to each house, as  
4 provided by Section 39, Article III, Texas Constitution. If this  
5 Act does not receive the vote necessary for immediate effect, this  
6 Act takes effect September 1, 2025.