

By: Burrows

H.B. No. 1815

A BILL TO BE ENTITLED

AN ACT

relating to a prohibition of school district retaliation against a teacher for permissible teaching about the Bible.

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

SECTION 1. Subchapter A, Chapter 21, Education Code, is amended by adding Section 21.012 to read as follows:

Sec. 21.012. RETALIATION BASED ON BIBLE INSTRUCTION PROHIBITED. (a) In this section, "employment action" means an action that affects an employee's compensation, promotion, demotion, transfer, work assignment, or performance evaluation.

(b) A school district may not suspend or terminate the employment of a teacher or take other adverse employment action against the teacher based on the teacher's instruction to students about the Bible if the instruction is provided in accordance with the United States Constitution, federal law, the Texas Constitution, and state law.

(c) A teacher whose employment is suspended or terminated or who is subjected to an adverse employment action in violation of this section is entitled to:

(1) reinstatement to the teacher's former position or an equivalent position;

(2) compensation for lost wages during the period of suspension, termination, or other adverse employment action;

(3) reinstatement of fringe benefits and seniority

1 rights lost because of the suspension, termination, or other
2 adverse employment action; and

3 (4) permanent removal of any retaliatory performance
4 review from any personnel file maintained by the district regarding
5 the teacher.

6 SECTION 2. This Act takes effect immediately if it receives
7 a vote of two-thirds of all the members elected to each house, as
8 provided by Section 39, Article III, Texas Constitution. If this
9 Act does not receive the vote necessary for immediate effect, this
10 Act takes effect September 1, 2015.