

By: Wilson

H.B. No. 5606

A BILL TO BE ENTITLED

AN ACT

relating to a sick leave pool for public school employees.

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

SECTION 1. Subchapter A, Chapter 22, Education Code, is amended by adding Section 22.0031 to read as follows:

Sec. 22.0031. SICK LEAVE POOL. (a) Except as provided by Subsection (b), the board of trustees of a school district or governing body of an open-enrollment charter school shall establish a program under which:

(1) a retiring employee's accrued sick leave is contributed to a sick leave pool on the retirement of the retiring employee; and

(2) sick leave contributed to the sick leave pool may be used by a district or school employee who has exhausted the employee's sick leave, subject to any district or school policy regarding the use of sick leave.

(b) The board of trustees of a school district or the governing body of an open-enrollment charter school that adopted a policy related to a retiring employee's accrued sick leave before September 1, 2025, is not required to establish a program in accordance with Subsection (a) if establishing the program would conflict with that policy.

SECTION 2. Section 22.003(c-1), Education Code, is amended to read as follows:

1 (c-1) Any informational handbook a school district provides
2 to employees in an electronic or paper form or makes available by
3 posting on the district website must include information on the
4 sick leave pool created under Section 22.0031 and notification of
5 an employee's rights under Subsection (b) in the relevant section
6 of the handbook. Any form used by a school district through which
7 an employee may request leave under this section must include
8 assault leave under Subsection (b) as an option.

9 SECTION 3. This Act takes effect September 1, 2025.