

1-1 By: Wilson (Senate Sponsor - Creighton) H.B. No. 5606
1-2 (In the Senate - Received from the House May 19, 2025;
1-3 May 20, 2025, read first time and referred to Committee on
1-4 Education K-16; May 27, 2025, reported favorably by the following
1-5 vote: Yeas 11, Nays 0; May 27, 2025, sent to printer.)

1-6 COMMITTEE VOTE

1-7	Yea	Nay	Absent	PNV
1-8	X			
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14	X			
1-15	X			
1-16	X			
1-17	X			
1-18	X			

1-19 A BILL TO BE ENTITLED
1-20 AN ACT

1-21 relating to a sick leave pool for public school employees.

1-22 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-23 SECTION 1. Subchapter A, Chapter 22, Education Code, is
1-24 amended by adding Section 22.0031 to read as follows:

1-25 Sec. 22.0031. SICK LEAVE POOL. (a) Except as provided by
1-26 Subsection (b), the board of trustees of a school district or
1-27 governing body of an open-enrollment charter school shall establish
1-28 a program under which:

1-29 (1) a retiring employee's accrued sick leave is
1-30 contributed to a sick leave pool on the retirement of the retiring
1-31 employee; and

1-32 (2) sick leave contributed to the sick leave pool may
1-33 be used by a district or school employee who has exhausted the
1-34 employee's sick leave, subject to any district or school policy
1-35 regarding the use of sick leave.

1-36 (b) The board of trustees of a school district or the
1-37 governing body of an open-enrollment charter school that adopted a
1-38 policy related to a retiring employee's accrued sick leave before
1-39 September 1, 2025, is not required to establish a program in
1-40 accordance with Subsection (a) if establishing the program would
1-41 conflict with that policy.

1-42 SECTION 2. Section 22.003(c-1), Education Code, is amended
1-43 to read as follows:

1-44 (c-1) Any informational handbook a school district provides
1-45 to employees in an electronic or paper form or makes available by
1-46 posting on the district website must include information on the
1-47 sick leave pool created under Section 22.0031 and notification of
1-48 an employee's rights under Subsection (b) in the relevant section
1-49 of the handbook. Any form used by a school district through which
1-50 an employee may request leave under this section must include
1-51 assault leave under Subsection (b) as an option.

1-52 SECTION 3. This Act takes effect September 1, 2025.

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