By: Breaux H.B. No. 1168

A BILL TO BE ENTITLED

AN ACT

relating to the authority of a school district to provide paid leave for wellness to district employees.

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

SECTION 1. Section 22.003, Education Code, is amended by adding Subsections (a-1), (a-2), (a-3), (a-4), and (a-5) to read as follows:

(a-1) In addition to all other days of leave provided under this section or by a school district, the board of trustees of a school district may adopt a policy providing each district employee, regardless of job classification or position, with not less than two days of paid leave per school year for wellness. An employee may use leave provided under the policy to attend to the employee's mental, emotional, or physical well-being. The policy must include procedures for the processing of leave taken under the policy.

(a-2) Days of leave provided under a policy adopted under Subsection (a-1) may not be:

(1) deducted from an employee's personal leave under Subsection (a) or from any additional personal leave provided by the school district;

(2) accumulated from year to year; or

(3) transferred to another school district.

(a-3) A policy adopted under Subsection (a-1) may:

(1) require an employee to notify the employee's campus principal or immediate supervisor before the beginning of the employee's workday on the day the leave is taken; and

(2) designate days on which the leave may not be used, including a day on which an assessment instrument required by state law is administered at the campus to which the employee is assigned.

(a-4) A school district that adopts a policy under Subsection (a-1) may not require an employee to:

(1) state a reason for taking the leave;

(2) provide documentation from a physician or mental health professional; or

(3) obtain a supervisor's approval before taking the leave.

(a-5) A school district that adopts a policy under Subsection (a-1) shall include information regarding the leave in any informational handbook the district provides to employees through online mechanisms or otherwise.

SECTION 2. This Act applies beginning with the 2027-2028 school year.

SECTION 3. This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this Act takes effect September 1, 2027.