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(Original Signature of Member)

119TH CONGRESS  
2D SESSION

# H. R.

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To amend the Elementary and Secondary Education Act of 1965 to authorize the Secretary of Education to award grants to State educational agencies to carry out wellness programs for school personnel, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

Ms. BROWN introduced the following bill; which was referred to the Committee on \_\_\_\_\_

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# A BILL

To amend the Elementary and Secondary Education Act of 1965 to authorize the Secretary of Education to award grants to State educational agencies to carry out wellness programs for school personnel, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SUPPORTING EFFECTIVE INSTRUCTION.**

4 (a) AUTHORIZATION OF APPROPRIATIONS.—Section  
5 2003 of the Elementary and Secondary Education Act of  
6 1965 (20 U.S.C. 6603) is amended—

1 (1) in subsection (a), by striking “each of fiscal  
2 years 2017 through 2020” and inserting “each of  
3 fiscal years 2026 through 2030”;

4 (2) in subsection (b)—

5 (A) in the matter preceding paragraph (1),  
6 by striking “appropriated—” and inserting “ap-  
7 propriated such sums as may be necessary for  
8 each of fiscal years 2026 through 2030.”; and

9 (B) by striking paragraphs (1) through  
10 (3); and

11 (3) by adding at the end the following:

12 “(c) GRANTS TO STATES FOR WELLNESS PROGRAMS  
13 FOR SCHOOL PERSONNEL.—For the purpose of carrying  
14 out part C, there are authorized to be appropriated such  
15 sums as may be necessary for fiscal years 2026 through  
16 2030.”.

17 (b) STATE ALLOTMENTS.—Section 2101(b)(1) of the  
18 Elementary and Secondary Education Act of 1965 (20  
19 U.S.C. 6611(b)(1)) is amended—

20 (1) in subparagraph (A)—

21 (A) in the heading, by striking “YEARS  
22 2017 THROUGH 2022” and inserting “YEARS 2026  
23 THROUGH 2030”; and

24 (B) in the matter preceding clause (i), by  
25 striking “each of fiscal years 2017 through

1           2022” and inserting “fiscal years 2026 through  
2           2030”; and

3           (2) in subparagraph (C), by striking “each of  
4           fiscal years 2017 through 2022” and inserting “each  
5           of fiscal years 2026 through 2030”.

6           (c) LOCAL USES OF FUNDS.—Section 2103(b)(3) of  
7           the Elementary and Secondary Education Act of 1965 (20  
8           U.S.C. 6613(b)(3)) is amended—

9           (1) in subparagraph (O), by striking “and” at  
10          the end;

11          (2) in subparagraph (P), by striking the period  
12          at the end and inserting “; and”; and

13          (3) by adding at the end the following:

14                 “(Q) developing and implementing pro-  
15                 grams that create healthier and more sustain-  
16                 able working environments for all school per-  
17                 sonnel, including teachers, principals, other  
18                 school leaders, specialized instructional support  
19                 personnel, and paraprofessionals, by measuring  
20                 and helping to improve the mental, emotional,  
21                 and physical wellbeing of such personnel, in-  
22                 cluding with respect to—

23                         “(i) stress management;

24                         “(ii) workplace conditions;

25                         “(iii) access to support; and

1 “(iv) job satisfaction.”.

2 (d) REPORTING.—Section 2104(a) of the Elementary  
3 and Secondary Education Act of 1965 (20 U.S.C.  
4 6614(a)) is amended—

5 (1) in paragraph (3), by striking “and” at the  
6 end;

7 (2) in paragraph (4), by striking the period at  
8 the end and inserting “; and”; and

9 (3) by adding at the end the following:

10 “(5) a summary of the programs developed and  
11 implemented by local educational agencies pursuant  
12 to section 2103(b)(3)(Q).”.

13 (e) GRANTS TO STATES FOR WELLNESS PRO-  
14 GRAMS.—

15 (1) IN GENERAL.—Title II of the Elementary  
16 and Secondary Education Act of 1965 (20 U.S.C.  
17 6601 et seq.) is amended—

18 (A) by redesignating part C as part D; and

19 (B) by inserting after part B the following:

20 **“PART C—WELLNESS PROGRAMS FOR SCHOOL**  
21 **PERSONNEL**

22 **“SEC. 2250. GRANTS TO STATES.**

23 **“(a) GRANTS AUTHORIZED.—**

24 **“(1) IN GENERAL.—**From the amounts appro-  
25 **priated under section 2003(c), the Secretary shall**

1 award, on a competitive basis, grants to State edu-  
2 cational agencies to award subgrants to local edu-  
3 cational agencies in accordance with section 2251.

4 “(2) TECHNICAL ASSISTANCE.—The Secretary  
5 may provide technical assistance to State edu-  
6 cational agencies receiving a grant under this part.

7 “(3) GRANT PERIOD.—A grant awarded under  
8 this part shall be for a period of 5 years.

9 “(b) APPLICATION.—A State educational agency  
10 seeking a grant under this part shall submit to the Sec-  
11 retary an application in such form, at such time, and con-  
12 taining such information as the Secretary may require, in-  
13 cluding—

14 “(1) a description of the challenges faced by the  
15 State educational agency with respect to—

16 “(A) workforce sustainability, including  
17 with respect to—

18 “(i) workload manageability;

19 “(ii) support structures;

20 “(iii) morale and workplace climate;

21 and

22 “(iv) access to wellness resources; and

23 “(B) workforce retention;

24 “(2) a description of how the State educational  
25 agency will consult with superintendents or heads of

1 local educational agencies in accordance with section  
2 2251(a)(2); and

3 “(3) a description of how the State educational  
4 agency will evaluate the effectiveness of programs  
5 carried out pursuant to a subgrant awarded under  
6 section 2251.

7 “(c) PRIORITY.—In awarding grants under this part,  
8 if the number of satisfactory applications exceeds the  
9 number of grants that can be awarded from the amounts  
10 appropriated under section 2003(c) based on grant  
11 amounts determined by the Secretary, the Secretary shall  
12 give priority to State educational agencies experiencing  
13 administrator or educator shortages as determined by the  
14 Secretary using the most recent publicly available State-  
15 level data.

16 **“SEC. 2251. SUBGRANTS TO LOCAL EDUCATIONAL AGEN-**  
17 **CIES.**

18 “(a) SUBGRANTS AUTHORIZED.—

19 “(1) IN GENERAL.—A State educational agency  
20 receiving a grant under this part shall use such  
21 grant funds to award subgrants to local educational  
22 agencies served by such State educational agency.

23 “(2) CONSULTATION.—Prior to awarding a  
24 subgrant under this section, a State educational  
25 agency shall consult with the superintendents or

1 heads of local educational agencies served by the  
2 State educational agency to—

3 “(A) understand the factors that impact  
4 workplace sustainability (as described in section  
5 2250(b)(1)(A)) and workplace retention in the  
6 State; and

7 “(B) for purposes of subsection (c), iden-  
8 tify local educational agencies serving high-need  
9 student populations.

10 “(b) APPLICATION.—A local educational agency seek-  
11 ing a subgrant under this section shall submit to the State  
12 educational agency an application in such form, at such  
13 time, and containing such information as the State edu-  
14 cational agency may require, including—

15 “(1) a description of the challenges faced by the  
16 local educational agency with respect to workforce  
17 sustainability (as described in section  
18 2250(b)(1)(A)) and workforce retention;

19 “(2) a description of how the local educational  
20 agency will—

21 “(A) implement a program described in  
22 subsection (d); and

23 “(B) consult with the State educational  
24 agency to develop such program; and

1           “(3) a description of how the local educational  
2           agency will evaluate the effectiveness of such pro-  
3           gram.

4           “(c) PRIORITY.—In awarding subgrants under this  
5           section, a State educational agency shall give priority to  
6           local educational agencies serving high-need student popu-  
7           lations (as determined in accordance with subsection  
8           (a)(2)).

9           “(d) USES OF FUNDS.—A local educational agency  
10          receiving a subgrant under this section shall use such  
11          subgrant funds to, in each elementary school and sec-  
12          ondary school served by the agency, develop and imple-  
13          ment new, or enhance existing, wellness programs for all  
14          school personnel (including teachers, principals, other  
15          school leaders, specialized instructional support personnel,  
16          and paraprofessionals) that—

17                 “(1) that create healthier and more sustainable  
18                 working environments for such personnel;

19                 “(2) increase rates of retention; and

20                 “(3) measure and help to improve the mental,  
21                 emotional, and physical wellbeing of such personnel,  
22                 including with respect to—

23                         “(A) stress management;

24                         “(B) workplace conditions;

25                         “(C) workload manageability;



1 “(D) access to support; and

2 “(E) job satisfaction.

3 **“SEC. 2252. STATE REPORT.**

4 “(a) ANNUAL REPORT.—For each of the first 4 years  
5 of the grant period described in section 2250(a)(3), a  
6 State educational agency receiving a grant under this part  
7 shall, not later than 180 days after the conclusion of each  
8 such year, submit to Congress and the Secretary a report  
9 that includes, with respect to the year for which the report  
10 is submitted—

11 “(1) a description of the wellness programs car-  
12 ried out by the local educational agencies receiving  
13 a subgrant under section 2251, including updates on  
14 the implementation of such program; and

15 “(2) with respect to the school personnel de-  
16 scribed in section 2251(d), rates of retention and va-  
17 cancy, including any change in such rates from the  
18 beginning of such year to the date of submission of  
19 the report.

20 “(b) FINAL REPORT.—A State educational agency  
21 receiving a grant under this part shall, not later than 180  
22 days after the conclusion of the grant period described in  
23 section 2250(a)(3), submit to Congress and the Secretary  
24 a report that—

1 “(1) describes the wellness programs carried  
2 out by local educational agencies receiving a  
3 subgrant under section 2251;

4 “(2) measures whether such wellness programs  
5 impacted, with respect to the school personnel de-  
6 scribed in section 2251(d)—

7 “(A) rates of retention and vacancy (in-  
8 cluding whether personnel intend to remain in  
9 their positions); and

10 “(B) school climate, including with respect  
11 to workload manageability, morale, and  
12 wellbeing, as determined by staff climate sur-  
13 veys; and

14 “(3) outlines best practices for developing and  
15 implementing such wellness programs.”.

16 (2) TABLE OF CONTENTS.—The table of con-  
17 tents of the Elementary and Secondary Education  
18 Act of 1965 (20 U.S.C. 6301 et seq.) is amended—

19 (A) by inserting after the item relating to  
20 section 2245 the following:

“PART C—WELLNESS PROGRAMS FOR SCHOOL PERSONNEL

“Sec. 2250. Grants to States.

“Sec. 2251. Subgrants to local educational agencies.

“Sec. 2252. State report.”; and

21 (B) by striking “Part C—General Provi-  
22 sions” after the item relating to section 2245  
23 and inserting the following:

