



SUPPORT

SB3914 SA 1(Sen. Cappel and Rep. B. Hernandez) BEHAVIORAL/MENTAL HEALTH FOR EDUCATORS

SB3914 SA 1: Behavioral and Mental Health is an allowable reason to use sick time.

Rational for Support

- Stress is the most common reason for leaving public school employment.
- Stress on teachers and support staff can have an impact on student achievement.
- K-12 public teachers and support staff were most likely to report higher levels of stress, anxiety, and burnout during COVID-19 pandemic.
- According to RAND survey, higher proportion of teachers reported job-related stress and depression than the general adult population. (https://www.rand.org/pubs/research_reports/RRA1108-1.html)
- Researchers found that 27% of teachers have experienced symptoms consistent with depression, 37% have experienced symptoms consistent with generalized anxiety (<https://www.parents.com/news/americas-teachers-are-facing-a-mental-health-crisis-too/>)

Benefits of Adding Mental Health Reason for sick leave:

- These days can interrupt the burnout of school staff.
- Increase job satisfaction and lower absenteeism
- Improve mental and physical health, decrease anxiety and stress
- Teachers and support staff that know how to support their own mental wellbeing can support the mental wellbeing of their students and are able to provide a supportive environment.