

119TH CONGRESS  
1ST SESSION

# H. R. 4120

To address behavioral health and well-being among education professionals  
and other school staff.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 25, 2025

Ms. BONAMICI (for herself, Mr. FITZPATRICK, Mrs. DINGELL, and Mr. BACON) introduced the following bill; which was referred to the Committee on Energy and Commerce, and in addition to the Committee on Education and Workforce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To address behavioral health and well-being among education  
professionals and other school staff.

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. SHORT TITLE.**

4 This Act may be cited as the “Supporting the Mental  
5 Health of Educators and Staff Act of 2025”.

6 **SEC. 2. DISSEMINATION OF BEST PRACTICES.**

7 Not later than 2 years after the date of enactment  
8 of this Act, the Secretary of Health and Human Services

1 (referred to in this Act as the “Secretary”), in consulta-  
2 tion with the Secretary of Education, shall identify and  
3 disseminate evidence-based or evidence-informed best  
4 practices for—

5 (1) preventing suicide and improving mental  
6 health and resiliency among education professionals  
7 and other school staff; and

8 (2) training education professionals and other  
9 school staff in appropriate strategies to support,  
10 maintain, and promote their mental health.

11 **SEC. 3. EDUCATION AND AWARENESS INITIATIVE ENCOUR-**  
12 **AGING USE OF MENTAL HEALTH AND SUB-**  
13 **STANCE USE DISORDER SERVICES BY EDU-**  
14 **CATION PROFESSIONALS AND OTHER**  
15 **SCHOOL STAFF.**

16 (a) IN GENERAL.—The Secretary, in consultation  
17 with relevant stakeholders, including medical professional  
18 associations, shall establish a national evidence-based or  
19 evidence-informed education and awareness initiative—

20 (1) to encourage education professionals and  
21 other school staff to seek support and care for their  
22 mental health or substance use concerns, to help  
23 such professionals and staff identify factors associ-  
24 ated with risks for suicide and mental health condi-  
25 tions, and to help such professionals and staff learn

1       how best to respond to such risks, with the goal of  
2       preventing suicide, mental health conditions, and  
3       substance use disorders; and

4               (2) to address stigma associated with seeking  
5       mental health and substance use disorder services.

6       (b) REPORTING.—Not later than 2 years after the  
7       date of enactment of this Act, the Secretary shall provide  
8       to the Congress an update on the activities and outcomes  
9       of the initiative under subsection (a), including a descrip-  
10      tion of quantitative and qualitative metrics used to evalu-  
11      ate such activities and outcomes.

12      (c) AUTHORIZATION OF APPROPRIATIONS.—To carry  
13      out this section, there is authorized to be appropriated  
14      \$10,000,000 for each of fiscal years 2026 through 2028.

15      **SEC. 4. PROGRAMS TO PROMOTE MENTAL HEALTH AMONG**  
16                                      **THE EDUCATION WORKFORCE.**

17      Subpart 1 of part E of title VII of the Public Health  
18      Service Act (42 U.S.C. 294n et seq.) is amended—

19               (1) by redesignating the second section 764 (42  
20      U.S.C. 294s, as added by section 4 of Public Law  
21      117–105) as section 764A; and

22               (2) by inserting after such section 764A, as so  
23      redesignated, the following:

1 **“SEC. 764B. PROGRAMS TO PROMOTE MENTAL HEALTH**  
2 **AMONG THE EDUCATION WORKFORCE.**

3 “(a) PROGRAMS TO PROMOTE MENTAL HEALTH  
4 AMONG EDUCATION PROFESSIONALS AND OTHER  
5 SCHOOL STAFF.—

6 “(1) IN GENERAL.—The Secretary shall award  
7 grants or contracts to eligible entities to establish or  
8 enhance evidence-based or evidence-informed pro-  
9 grams dedicated to improving mental health and re-  
10 siliency for education professionals and other school  
11 staff.

12 “(2) ELIGIBILITY.—To be eligible to receive a  
13 grant or contract under this subsection, an entity  
14 shall be a State educational agency, a local edu-  
15 cational agency, an institution of higher education,  
16 or a consortia thereof.

17 “(3) USE OF FUNDS.—An recipient of a grant  
18 or contract under this subsection shall use funds re-  
19 ceived through the grant or contract to implement a  
20 new program or enhance an existing program to pro-  
21 mote mental health among education professionals  
22 and other school staff, which may include—

23 “(A) improving awareness among edu-  
24 cation professionals and other school staff  
25 about risk factors for, and signs of, suicide and  
26 mental health or substance use disorders, in ac-

1 cordance with evidence-based or evidence-in-  
2 formed practices;

3 “(B) establishing new, or enhancing exist-  
4 ing, evidence-based or evidence-informed pro-  
5 grams for preventing suicide and improving  
6 mental health and resiliency among education  
7 professionals and other school staff;

8 “(C) establishing new, or enhancing exist-  
9 ing, peer-support programs among education  
10 professionals and other school staff; or

11 “(D) providing mental health care, follow-  
12 up services and care by a licensed or certified  
13 mental health professional (including by means  
14 of telehealth), or a referral for such care or  
15 services by a licensed or certified mental health  
16 professional, as appropriate.

17 “(4) PRIORITY.—In awarding grants and con-  
18 tracts under this subsection, the Secretary shall give  
19 priority to eligible entities in areas with a high per-  
20 centage of schools receiving financial assistance  
21 under part A of title I of the Elementary and Sec-  
22 ondary Education Act of 1965.

23 “(b) TRAINING GRANTS.—The Secretary may estab-  
24 lish a program to award grants to institutions of higher  
25 education, State educational agencies, local educational

1 agencies, State or local governments, Indian Tribes or  
2 Tribal organizations, or other appropriate public or pri-  
3 vate nonprofit entities (or consortia of entities, including  
4 entities promoting multidisciplinary approaches) to sup-  
5 port the inclusion in educator preparation programs (in-  
6 cluding administrator preparation programs), and in  
7 training, continuing education, or professional develop-  
8 ment programs for education professionals and other  
9 school staff, of evidence-based or evidence-informed strate-  
10 gies—

11           “(1) to address mental and substance use dis-  
12       orders; and

13           “(2) to improve mental health and resiliency  
14       among education professionals and other school  
15       staff.

16       “(c) GRANT TERMS.—A grant or contract awarded  
17       under subsection (a) or (b) shall be for a period of 3 years.

18       “(d) APPLICATION SUBMISSION.—An entity seeking  
19       a grant or contract under subsection (a) or (b) shall sub-  
20       mit an application to the Secretary at such time, in such  
21       manner, and accompanied by such information as the Sec-  
22       retary may require.

23       “(e) ANNUAL REPORT.—An entity awarded a grant  
24       or contract under subsection (a) or (b) shall submit to the

1 Secretary an annual report evaluating the activities sup-  
 2 ported by the grant or contract.

3 “(f) DEFINITIONS.—In this section:

4 “(1) The term ‘institution of higher education’  
 5 has the meaning given to such term in section 101  
 6 of the Higher Education Act of 1965.

7 “(2) The terms ‘local educational agency’ and  
 8 ‘State educational agency’ have the meanings given  
 9 to such terms in section 8101 of the Elementary and  
 10 Secondary Education Act of 1965.

11 “(g) AUTHORIZATION OF APPROPRIATIONS.—To  
 12 carry out this section, there is authorized to be appro-  
 13 priated \$35,000,000 for each of fiscal years 2026 through  
 14 2028.”.

15 **SEC. 5. REVIEW WITH RESPECT TO EDUCATION WORK-**  
 16 **FORCE MENTAL HEALTH AND RESILIENCY.**

17 (a) IN GENERAL.—Not later than 2 years after the  
 18 date of enactment of this Act, the Secretary, in consulta-  
 19 tion with relevant stakeholders, shall—

20 (1) conduct a review on improving—

21 (A) the mental health of education profes-  
 22 sionals and other school staff; and

23 (B) the outcomes of programs authorized  
 24 under this Act; and

1           (2) submit a report to the Congress on the re-  
2       sults of such review.

3       (b) CONSIDERATIONS.—The review under subsection  
4 (a) may include—

5           (1) assessing the prevalence and severity of  
6       mental health conditions among education profes-  
7       sionals and other school staff, and determining the  
8       factors that contribute to those mental health condi-  
9       tions;

10          (2) assessing barriers to seeking and accessing  
11       mental health care for education professionals and  
12       other school staff, and actions taken by State edu-  
13       cational agencies and local educational agencies, or  
14       other organizations, as appropriate, to address such  
15       barriers;

16          (3) determining the effects of the COVID–19  
17       public health emergency on the mental health of  
18       education professionals and other school staff and  
19       lessons learned for future public health emergencies;

20          (4) assessing programs and policies that pro-  
21       mote mental health and resiliency among education  
22       professionals and other school staff, including pro-  
23       grams and policies to strengthen mental health and  
24       resiliency among education professionals and other  
25       school staff; and



1           (5) assessing the efficacy of training programs  
2       for education professionals and other school staff  
3       that promote resiliency and improve mental health.

4       (c) RECOMMENDATIONS.—The review under sub-  
5       section (a), as appropriate, shall identify best practices re-  
6       lated to, and make recommendations to address—

7           (1) improving mental health and resiliency  
8       among education professionals and other school  
9       staff;

10          (2) removing barriers to mental health care for  
11       education professionals and other school staff; and

12          (3) strategies to promote resiliency among edu-  
13       cation professionals and other school staff in health  
14       care settings.

15 **SEC. 6. GAO REPORT.**

16       Not later than 4 years after the date of enactment  
17       of this Act, the Comptroller General of the United States  
18       shall submit to the Congress a report on the extent to  
19       which Federal substance use disorder and mental health  
20       grant programs address the prevalence and severity of  
21       mental health conditions and substance use disorders  
22       among education professionals and other school staff.  
23       Such report shall—

24           (1) include an analysis of available evidence and  
25       data related to such conditions and programs; and

- 1           (2) assess whether there are duplicative goals
- 2           and objectives among such grant programs.

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