

By Mr. RUBIO (for himself, Mrs. SHAHEEN, Mr. SCOTT of Florida, and Ms. DUCKWORTH):

S. Res. 212. A resolution commemorating 50 years of women serving as naval aviators in the United States; considered and agreed to.

ADDITIONAL COSPONSORS

S. 26

At the request of Mr. HAGERTY, the name of the Senator from Iowa (Ms. ERNST) was added as a cosponsor of S. 26, a bill to amend the Internal Revenue Code of 1986 to repeal the amendments made to reporting of third party network transactions by the American Rescue Plan Act of 2021.

S. 133

At the request of Ms. COLLINS, the name of the Senator from North Carolina (Mr. TILLIS) was added as a cosponsor of S. 133, a bill to extend the National Alzheimer's Project.

S. 203

At the request of Mrs. FEINSTEIN, the name of the Senator from Oregon (Mr. MERKLEY) was added as a cosponsor of S. 203, a bill to amend section 923 of title 18, United States Code, to require an electronic, searchable database of the importation, production, shipment, receipt, sale, or other disposition of firearms.

S. 247

At the request of Mrs. FEINSTEIN, the name of the Senator from Washington (Ms. CANTWELL) was added as a cosponsor of S. 247, a bill to support State, Tribal, and local efforts to remove access to firearms from individuals who are a danger to themselves or others pursuant to court orders for this purpose.

S. 288

At the request of Mr. MENENDEZ, the names of the Senator from Massachusetts (Mr. MARKEY) and the Senator from Indiana (Mr. BRAUN) were added as cosponsors of S. 288, a bill to prevent, treat, and cure tuberculosis globally.

S. 305

At the request of Mr. BLUMENTHAL, the names of the Senator from New Hampshire (Ms. HASSAN), the Senator from Minnesota (Ms. KLOBUCHAR), the Senator from Oregon (Mr. MERKLEY), the Senator from Ohio (Mr. VANCE) and the Senator from Georgia (Mr. OSSOFF) were added as cosponsors of S. 305, a bill to require the Secretary of the Treasury to mint coins in commemoration of the 250th anniversary of the United States Marine Corps, and to support programs at the Marine Corps Heritage Center.

S. 378

At the request of Mr. SULLIVAN, the name of the Senator from North Carolina (Mr. BUDD) was added as a cosponsor of S. 378, a bill to amend the Camp Lejeune Justice Act of 2022 to appropriately limit attorney's fees.

S. 466

At the request of Mr. PETERS, the name of the Senator from Illinois (Mr.

DURBIN) was added as a cosponsor of S. 466, a bill to provide for the National Academies of Sciences, Engineering, and Medicine to study and report on a Federal research agenda to advance the understanding of perfluoroalkyl and polyfluoroalkyl substances, and for other purposes.

S. 597

At the request of Mr. BROWN, the names of the Senator from Montana (Mr. TESTER), the Senator from New Hampshire (Mrs. SHAHEEN) and the Senator from Maryland (Mr. VAN HOLLEN) were added as cosponsors of S. 597, a bill to amend title II of the Social Security Act to repeal the Government pension offset and windfall elimination provisions.

S. 626

At the request of Ms. STABENOW, the name of the Senator from North Carolina (Mr. TILLIS) was added as a cosponsor of S. 626, a bill to recommend that the Center for Medicare and Medicaid Innovation test the effect of a dementia care management model, and for other purposes.

S. 639

At the request of Mr. CARDIN, the name of the Senator from Pennsylvania (Mr. CASEY) was added as a cosponsor of S. 639, a bill to amend the Internal Revenue Code of 1986 to improve the historic rehabilitation tax credit, and for other purposes.

S. 662

At the request of Ms. ROSEN, the name of the Senator from Maryland (Mr. VAN HOLLEN) was added as a cosponsor of S. 662, a bill to amend the Workforce Innovation and Opportunity Act to create a new national program to support mid-career workers, including workers from underrepresented populations, in reentering the STEM workforce, by providing funding to small- and medium-sized STEM businesses so the businesses can offer paid internships or other returnships that lead to positions above entry level.

S. 668

At the request of Mr. BOOZMAN, the name of the Senator from Mississippi (Mrs. HYDE-SMITH) was added as a cosponsor of S. 668, a bill to require the Secretary of the Treasury to mint coins to honor and memorialize the tragedy of the Sultana steamboat explosion of 1865.

S. 697

At the request of Mr. RISCH, the name of the Senator from California (Mr. PADILLA) was added as a cosponsor of S. 697, a bill to amend the Agricultural Act of 2014 to modify the treatment of revenue from timber sale contracts and certain payments made by counties to the Secretary of Agriculture and the Secretary of the Interior under good neighbor agreements, and for other purposes.

S. 708

At the request of Mr. BROWN, the name of the Senator from Tennessee (Mrs. BLACKBURN) was added as a co-

sponsor of S. 708, a bill to improve outcomes for Medicaid beneficiaries with major depressive disorder or other mental health conditions.

S. 767

At the request of Mr. CASEY, the name of the Senator from Vermont (Mr. WELCH) was added as a cosponsor of S. 767, a bill to enhance mental health and psychosocial support within United States development and humanitarian assistance programs.

S. 1079

At the request of Mrs. SHAHEEN, the name of the Senator from Iowa (Ms. ERNST) was added as a cosponsor of S. 1079, a bill to amend the Consolidated Farm and Rural Development Act to provide additional assistance to rural water, wastewater, and waste disposal systems, and for other purposes.

S. 1170

At the request of Mr. CORNYN, the names of the Senator from Illinois (Mr. DURBIN), the Senator from Delaware (Mr. COONS), the Senator from Texas (Mr. CRUZ), the Senator from Louisiana (Mr. KENNEDY) and the Senator from Hawaii (Ms. HIRONO) were added as cosponsors of S. 1170, a bill to reauthorize and update the Project Safe Childhood program, and for other purposes.

S. 1199

At the request of Mr. DURBIN, the names of the Senator from Missouri (Mr. HAWLEY) and the Senator from Texas (Mr. CRUZ) were added as cosponsors of S. 1199, a bill to combat the sexual exploitation of children by supporting victims and promoting accountability and transparency by the tech industry.

S. 1264

At the request of Ms. KLOBUCHAR, the names of the Senator from Maryland (Mr. VAN HOLLEN), the Senator from Colorado (Mr. BENNET), the Senator from Pennsylvania (Mr. FETTERMAN) and the Senator from Vermont (Mr. SANDERS) were added as cosponsors of S. 1264, a bill to amend title XVIII of the Social Security Act to strengthen the drug pricing reforms in the Inflation Reduction Act.

S. 1491

At the request of Mr. GRASSLEY, the names of the Senator from Maine (Mr. KING), the Senator from Arkansas (Mr. COTTON) and the Senator from Georgia (Mr. WARNOCK) were added as cosponsors of S. 1491, a bill to amend title XVIII of the Social Security Act to provide for coverage under the Medicare program of pharmacist services.

S. 1529

At the request of Mr. BOOKER, the name of the Senator from Louisiana (Mr. KENNEDY) was added as a cosponsor of S. 1529, a bill to amend the Animal Welfare Act to provide for greater protection of roosters, and for other purposes.

S. RES. 188

At the request of Mr. MENENDEZ, the names of the Senator from Iowa (Mr. GRASSLEY) and the Senator from Colorado (Mr. HICKENLOOPER) were added as

cosponsors of S. Res. 188, a resolution celebrating the 75th anniversary of the founding of the State of Israel, and for other purposes.

STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mr. DURBIN (for himself, Ms. BALDWIN, and Ms. SMITH):

S. 1567. A bill to amend the Internal Revenue Code of 1986 to address the teacher and school leader shortage in early childhood, elementary, and secondary education, and for other purposes; to the Committee on Finance.

Mr. DURBIN. Madam President, I ask unanimous consent that the text of the bill be printed in the RECORD.

There being no objection, the text of the bill was ordered to be printed in the RECORD, as follows:

S. 1567

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Retaining Educators Takes Added Investment Now Act” or the “RETAIN Act”.

SEC. 2. PURPOSE.

The purpose of this Act is to create a refundable tax credit for early childhood educators, teachers, early childhood education program directors, school leaders, and school-based mental health services providers in early childhood, elementary, and secondary education settings that rewards retention based on the time spent serving high-need students.

SEC. 3. FINDINGS.

Congress finds the following:

(1) The shortage of experienced, qualified early childhood educators and elementary school and secondary school teachers is a national problem that compromises the academic outcomes and long-term success of students.

(2) The shortage is the result of many factors including low pay, frequent turnover in school leadership, poor teaching conditions, and inadequate teacher supports.

(3) The shortage is worse in high-poverty areas where the factors contributing to the shortage are particularly acute and have an increased negative impact on teachers of color remaining in the field.

(4) A child’s access to high-quality early childhood education is critical to supporting positive outcomes, and early childhood educators—

(A) play an important role in setting the foundation for future learning, and

(B) promote the development of vital skills, habits, and mindsets that children need to be successful in school and in life.

(5) In 2021, the national median pay of early childhood educators was a mere \$30,210, with many early childhood educators relying on government assistance programs such as Medicaid, the supplemental nutrition assistance program established under the Food and Nutrition Act of 2008 (7 U.S.C. 2011 et seq.), or the temporary assistance for needy families program established under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.), and struggling to provide for their own families.

(6) Studies have demonstrated that well-qualified, experienced teachers are the single most important school-based element contributing to a child’s academic achievement and success.

(7) In the 2021–2022 academic year, the average teacher salary in public elementary schools and secondary schools was only \$66,397, a 2 percent increase from the previous academic year. When adjusted for inflation, the average teacher salary has declined by 6.4 percent over the past decade.

(8) On average, public elementary school and secondary school teachers were paid 23.5 percent less than other college graduates working in non-teaching fields, and many teachers struggle with large amounts of student loan debt.

(9) In 2021, the average teacher salary for a first-year teacher in a public elementary school or secondary school was \$41,770.

(10) An experienced, well-qualified education workforce must also be reflective of the diversity of the student body across race, ethnicity, and disability.

(11) Higher pay for teachers can result in a more diverse teacher workforce, and minority students often perform better on standardized tests, have improved attendance, and are suspended less frequently when they have at least one same-race teacher.

(12) Experienced, well-qualified school leaders and school-based mental health service providers are essential for providing strong educational opportunities and services for students and promoting teacher retention through improved professional supports and teaching conditions.

(13) Between February 2020 and May 2022, at least 300,000 teachers at public elementary schools and secondary schools left the field, a nearly 3 percent decline in the teacher workforce.

SEC. 4. REFUNDABLE TAX CREDIT FOR TEACHER AND SCHOOL LEADER RETENTION.

(a) IN GENERAL.—Subpart C of part IV of subchapter A of chapter 1 of subtitle A of the Internal Revenue Code of 1986 is amended by inserting after section 36B the following new section:

“SEC. 36C. TEACHER AND SCHOOL LEADER RETENTION CREDIT.

“(a) ALLOWANCE OF CREDIT.—

“(1) IN GENERAL.—In the case of an individual who is employed in a position described in paragraph (2) during a school year ending with or within the taxable year, there shall be allowed as a credit against the tax imposed by this subtitle for the taxable year an amount equal to the applicable amount (as determined under subsection (b)).

“(2) ELIGIBLE POSITIONS.—The positions described in this paragraph shall consist of the following:

“(A) An eligible early childhood educator.

“(B) An eligible early childhood education program director.

“(C) An eligible early childhood education provider.

“(D) An eligible teacher.

“(E) An eligible paraprofessional.

“(F) An eligible school-based mental health services provider.

“(G) An eligible school leader.

“(b) APPLICABLE AMOUNT.—

“(1) IN GENERAL.—For purposes of this section, the applicable amount shall be an amount determined based on the number of school years for which the individual has been continuously employed in any position described in subsection (a)(2), as follows:

“(A) Subject to paragraph (2), for the first year of employment, \$5,800.

“(B) For the second continuous year of employment, \$5,800.

“(C) For the third and fourth continuous year of employment, \$7,000.

“(D) For the fifth, sixth, seventh, eighth, and ninth continuous year of employment, \$8,700.

“(E) For the tenth continuous year of employment, \$11,600.

“(F) For the eleventh, twelfth, thirteenth, fourteenth, and fifteenth continuous year of employment, \$8,700.

“(G) For the sixteenth continuous year of employment, \$7,000.

“(H) For the seventeenth, eighteenth, nineteenth, and twentieth continuous year of employment, \$5,800.

“(2) FIRST YEAR.—For purposes of the first year of employment ending with or within a taxable year, an individual must have been so employed for a period of not less than 4 months before the first day of such taxable year.

“(3) LIMITATION BASED ON TOTAL NUMBER OF SCHOOL YEARS.—In the case of any individual who has been employed in any position described in subsection (a)(2) for a total of more than 20 school years, the applicable amount shall be reduced to zero.

“(c) INFLATION ADJUSTMENT.—

“(1) IN GENERAL.—In the case of any taxable year beginning after 2024, each of the dollar amounts in subsection (b)(1) shall be increased by an amount equal to—

“(A) such dollar amount, multiplied by

“(B) the cost-of-living adjustment determined under section 1(f)(3) for such calendar year by substituting ‘calendar year 2023’ for ‘calendar year 2016’ in subparagraph (A)(ii) thereof.

“(2) ROUNDING.—If any increase determined under paragraph (1) is not a multiple of \$100, such increase shall be rounded to the nearest multiple of \$100.

“(d) SUPPLEMENTING, NOT SUPPLANTING,

STATE AND LOCAL EDUCATION FUNDS.—

“(1) IN GENERAL.—A State educational agency or local educational agency shall not reduce or adjust any compensation, or any assistance provided through a loan forgiveness program, to an employee of the State educational agency or local educational agency who serves in any position described in subsection (a)(2) due to the individual’s eligibility for the credit under this section.

“(2) METHODOLOGY.—Upon request by the Secretary of Education, a State educational agency or local educational agency shall reasonably demonstrate that the methodology used to allocate amounts for compensation and for loan forgiveness to the employees described in paragraph (1) at qualifying schools or qualifying early childhood education programs ensures that employees at each qualifying school or qualifying early childhood education program in the State or served by the local educational agency, respectively, receive the same amount of State or local funds for compensation and loan forgiveness that the qualifying school or qualifying early childhood education program would receive if the credit under this section had not been enacted.

“(e) INFORMATION SHARING.—The Secretary of Education and the Secretary of Health and Human Services shall provide the Secretary with such information as is necessary for purposes of determining whether an early childhood education program or an elementary school or secondary school satisfies the requirements for a qualifying early childhood education program or a qualifying school, respectively.

“(f) DEFINITIONS.—For purposes of this section—

“(1) ESEA DEFINITIONS.—The terms ‘elementary school’, ‘local educational agency’, ‘secondary school’, and ‘State educational agency’ have the meanings given the terms in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801).

“(2) ELIGIBLE EARLY CHILDHOOD EDUCATION PROGRAM DIRECTOR.—The term ‘eligible early childhood education program director’ means an employee or officer of a qualifying