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**HOUSE COMMITTEE AMENDMENTS**

2026 Regular Session

Amendments proposed by House Committee on Education to Original House Bill No. 1008  
by Representative Owen

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**1** AMENDMENT NO. 1**2** On page 3, delete lines 1 through 5 and insert the following:**3** "(c) Exercising free speech during student instruction consistent with  
**4** his academic field and the subject matter of the course.**5** (d) Exercising free speech outside the scope of student instruction,  
**6** including extramural free speech involving public appearances, publications,  
**7** and other expression on topics outside his academic field."**8** AMENDMENT NO. 2**9** On page 4, delete lines 1 through 5 and insert the following:**10** "(a) Reinstatement, back pay, and restoration of benefits or tenure  
**11** status if the faculty member proves by a preponderance of the evidence that  
**12** an adverse action against him was retaliation for conduct provided for in  
**13** Paragraph (B)(1) of this Section.**14** (b) Compensatory damages, including treble damages for willful  
**15** violations.**16** (c) Reasonable attorney fees and court costs.**17** (d) Punitive damages of up to five hundred thousand dollars for  
**18** egregious or repeated violations."**19****20** AMENDMENT NO. 3**21** On page 4, between lines 8 and 9, insert the following:**22** "E. Nothing in this Part shall be construed to do either of the  
**23** following:**24** (1) Limit or restrict the authority of an institution to make legitimate,  
**25** merit-based personnel decisions, including the granting or denial of tenure,  
**26** promotion, or any other employment action.**27** (2) Prohibit an institution from denying tenure, promotion, or any  
**28** other benefit to a faculty member who fails to satisfy established, codified  
**29** performance standards, rubrics, teaching effectiveness criteria, research  
**30** expectations, service requirements, or other legitimate academic or  
**31** institutional criteria, as long as such decision is not made in retaliation for  
**32** conduct provided for in Paragraph (B)(1) of this Section."**33** AMENDMENT NO. 4**34** On page 4, at the beginning of line 9, delete "E." and insert "F."**35** AMENDMENT NO. 5**36** On page 4, at the beginning of line 12, delete "F." and insert "G."