

1-1 By: Oliverson, et al. (Senate Sponsor - Creighton) H.B. No. 2243
 1-2 (In the Senate - Received from the House May 7, 2025;
 1-3 May 9, 2025, read first time and referred to Committee on Education
 1-4 K-16; May 25, 2025, reported adversely, with favorable Committee
 1-5 Substitute by the following vote: Yeas 8, Nays 1; May 25, 2025,
 1-6 sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8 Creighton	X			
1-9 Campbell	X			
1-10 Bettencourt	X			
1-11 Hagenbuch			X	
1-12 Hinojosa of Nueces	X			
1-13 King	X			
1-14 Menéndez		X		
1-15 Middleton	X			
1-16 Parker	X			
1-17 Paxton	X			
1-18 West			X	

1-20 COMMITTEE SUBSTITUTE FOR H.B. No. 2243 By: King

1-21 A BILL TO BE ENTITLED
 1-22 AN ACT

1-23 relating to the creation of the Texas Commission on Teacher Job
 1-24 Satisfaction and Retention.

1-25 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-26 SECTION 1. Chapter 21, Education Code, is amended by adding
 1-27 Subchapter P to read as follows:

1-28 SUBCHAPTER P. TEXAS COMMISSION ON TEACHER JOB SATISFACTION AND
 1-29 RETENTION

1-30 Sec. 21.751. DEFINITION. In this subchapter, "commission"
 1-31 means the Texas Commission on Teacher Job Satisfaction and
 1-32 Retention.

1-33 Sec. 21.752. TEXAS COMMISSION ON TEACHER JOB SATISFACTION
 1-34 AND RETENTION. (a) The Texas Commission on Teacher Job
 1-35 Satisfaction and Retention is established to develop and make
 1-36 recommendations for improving teacher job satisfaction and
 1-37 retention.

1-38 (b) The commission is composed of 13 members, consisting of
 1-39 the following:

1-40 (1) five members appointed by the governor;

1-41 (2) four members appointed by the lieutenant governor;

1-42 and

1-43 (3) four members appointed by the speaker of the house
 1-44 of representatives.

1-45 (c) The members appointed by the governor must include at
 1-46 least three people who are current or former classroom teachers
 1-47 with at least 10 years of teaching experience.

1-48 (d) The appointments made by the lieutenant governor and the
 1-49 speaker of the house of representatives must each consist of:

1-50 (1) three members of the applicable legislative
 1-51 chamber; and

1-52 (2) an administrator in the public school system or an
 1-53 elected member of the board of trustees of a school district.

1-54 (e) In making appointments under Subsections (b)(1), (2),
 1-55 and (3), the governor, lieutenant governor, and speaker of the
 1-56 house of representatives shall coordinate to ensure that the
 1-57 membership of the commission reflects, to the extent possible, the
 1-58 geographic diversity of this state.

1-59 Sec. 21.753. PRESIDING OFFICER. The governor shall
 1-60 designate a member of the commission to serve as presiding officer

2-1 of the commission.

2-2 Sec. 21.754. COMPENSATION AND REIMBURSEMENT. A member of
2-3 the commission is not entitled to compensation for service on the
2-4 commission but is entitled to reimbursement for actual and
2-5 necessary expenses incurred in performing commission duties.

2-6 Sec. 21.755. COMMISSION PERSONNEL. The commission may hire
2-7 employees and hire or contract with legal counsel as necessary to
2-8 carry out the purposes of this subchapter.

2-9 Sec. 21.756. ADMINISTRATIVE SUPPORT AND FUNDING. (a)
2-10 Staff members of the agency shall provide administrative support
2-11 for the commission.

2-12 (b) If the agency employs a staff member whose sole duty is
2-13 to provide administrative support for the commission under this
2-14 section, the agency shall consult with the presiding officer or the
2-15 presiding officer's designee in the hiring or selection of the
2-16 staff member.

2-17 (c) Funding for the administrative, staffing, legal, and
2-18 operational expenses of the commission shall be provided by
2-19 appropriation to the agency for that purpose.

2-20 Sec. 21.757. PROCUREMENT. (a) The agency may procure goods
2-21 and services to support the commission's work, including research
2-22 and consulting services.

2-23 (b) The competitive bidding contract procedures established
2-24 by Chapters 2155, 2156, 2157, and 2158, Government Code, and the
2-25 requirements of Chapter 2254, Government Code, do not apply to a
2-26 contract awarded by the agency to implement this subchapter.

2-27 (c) For the purposes of procurement under Subsection (a),
2-28 the agency shall enter into a contract only if the contract is
2-29 approved by a majority vote of the commission's members.

2-30 Sec. 21.758. RECOMMENDATIONS. (a) The commission shall
2-31 develop recommendations under this subchapter to improve student
2-32 outcomes by addressing issues related to teacher job satisfaction
2-33 and retention, including:

2-34 (1) methods to reduce the paperwork and other
2-35 administrative burdens placed on teachers, including by evaluating
2-36 the effectiveness of Section 7.060 and other laws in reducing
2-37 paperwork for teachers;

2-38 (2) the impact of requirements in this code and
2-39 commissioner rules on administrative staffing levels in public
2-40 schools;

2-41 (3) methods to lessen administrative burdens in public
2-42 schools to focus more resources on supporting teachers;

2-43 (4) the impact of state and federal law relating to
2-44 student discipline on teacher job satisfaction and effectiveness;

2-45 (5) the impact of compliance with federal education
2-46 law on teacher job satisfaction and retention, including the impact
2-47 on teachers, public school students, and public primary and
2-48 secondary education programs in this state if this state were to
2-49 decline federal education funding; and

2-50 (6) the impact of an administrator's competency in
2-51 effectively discharging the administrator's duties on teacher job
2-52 satisfaction and effectiveness.

2-53 (b) The commission may establish one or more working groups
2-54 composed of not more than five members of the commission to study,
2-55 discuss, and address specific policy issues and recommendations to
2-56 refer to the commission for consideration.

2-57 Sec. 21.759. REPORT. Not later than December 31, 2026, the
2-58 commission shall prepare and deliver a report to the governor and
2-59 the legislature that recommends statutory changes to improve
2-60 teacher job satisfaction and retention.

2-61 Sec. 21.760. PUBLIC MEETINGS AND PUBLIC INFORMATION. (a)
2-62 The commission may hold public meetings as needed to fulfill its
2-63 duties under this subchapter.

2-64 (b) Commission meetings are not subject to Chapter 551,
2-65 Government Code.

2-66 (c) The commission is a governmental body for the purposes
2-67 of Chapter 552, Government Code.

2-68 Sec. 21.761. COMMISSION ABOLISHED; EXPIRATION. The
2-69 commission is abolished and this subchapter expires September 1,

3-1 2027.

3-2 SECTION 2. Not later than the 30th day after the effective
3-3 date of this Act, the appropriate persons shall make the
3-4 appointments required by Section 21.752, Education Code, as added
3-5 by this Act.

3-6 SECTION 3. This Act takes effect immediately if it receives
3-7 a vote of two-thirds of all the members elected to each house, as
3-8 provided by Section 39, Article III, Texas Constitution. If this
3-9 Act does not receive the vote necessary for immediate effect, this
3-10 Act takes effect September 1, 2025.

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