

1-1 By: Creighton S.B. No. 2615
1-2 (In the Senate - Filed March 13, 2025; April 3, 2025, read
1-3 first time and referred to Committee on Education K-16;
1-4 April 28, 2025, reported adversely, with favorable Committee
1-5 Substitute by the following vote: Yeas 8, Nays 2; April 28, 2025,
1-6 sent to printer.)

| | | | | | |
|------|--------------------|-----|-----|--------|-----|
| 1-7 | COMMITTEE VOTE | | | | |
| 1-8 | | Yea | Nay | Absent | PNV |
| 1-9 | Creighton | X | | | |
| 1-10 | Campbell | X | | | |
| 1-11 | Bettencourt | | | X | |
| 1-12 | Hagenbuch | X | | | |
| 1-13 | Hinojosa of Nueces | X | | | |
| 1-14 | King | X | | | |
| 1-15 | Menéndez | | X | | |
| 1-16 | Middleton | X | | | |
| 1-17 | Parker | X | | | |
| 1-18 | Paxton | X | | | |
| 1-19 | West | | X | | |

1-20 COMMITTEE SUBSTITUTE FOR S.B. No. 2615 By: Middleton

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

1-23 relating to restricting remote work by employees of public
1-24 institutions of higher education.
1-25 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:
1-26 SECTION 1. Subchapter 2, Chapter 51, Education Code, is
1-27 amended by adding Section 51.992 to read as follows:
1-28 Sec. 51.992. RESTRICTIONS ON REMOTE WORK BY HIGHER
1-29 EDUCATION EMPLOYEES. (a) In this section, "institution of higher
1-30 education" has the meaning assigned by Section 61.003.
1-31 (b) Notwithstanding Section 658.010, Government Code, an
1-32 institution of higher education may not allow an employee to work
1-33 remotely except as provided by this section.
1-34 (c) An institution of higher education may allow an employee
1-35 to work remotely on a temporary or permanent basis if the employee:
1-36 (1) has a temporary illness;
1-37 (2) has a temporary or permanent medical condition or
1-38 disability requiring the institution to make a reasonable
1-39 accommodation under state or federal law for the employee to work
1-40 remotely; or
1-41 (3) is employed in a non-teaching position and:
1-42 (A) has demonstrated the ability to work well
1-43 with minimal supervision;
1-44 (B) has a deep understanding of the employee's
1-45 duties and responsibilities;
1-46 (C) has demonstrated the ability to manage the
1-47 employee's time;
1-48 (D) has a record of thoroughly and efficiently
1-49 accomplishing the employee's duties; and
1-50 (E) is employed in a position that does not
1-51 require the employee's day-to-day physical presence at the
1-52 institution or in-person interaction with students,
1-53 administration, or other employees.
1-54 (d) The Texas Higher Education Coordinating Board may adopt
1-55 rules as necessary to implement this section.
1-56 SECTION 2. Section 51.992, Education Code, as added by this
1-57 Act, applies beginning with the 2025-2026 academic year.
1-58 SECTION 3. This Act takes effect immediately if it receives
1-59 a vote of two-thirds of all the members elected to each house, as
1-60 provided by Section 39, Article III, Texas Constitution. If this

2-1 Act does not receive the vote necessary for immediate effect, this
2-2 Act takes effect September 1, 2025.

2-3 * * * * *