**BILL ANALYSIS**

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| Senate Research Center | C.S.S.B. 2615 |
| 89R23416 JTZ-D | By: Creighton |
|  | Education K-16 |
|  | 4/23/2025 |
|  | Committee Report (Substituted) |

**AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

The COVID-19 pandemic fundamentally changed how workplaces manage time and productivity, leading to the widespread adoption of remote work policies to accommodate flexible working conditions. While remote work has proven beneficial in certain contexts, many organizations are now transitioning back to in-person work, recognizing that face-to-face interactions often promote greater productivity and collaboration. Despite this shift, many higher education institutions continue to offer work-from-home options, even though the practice is increasingly seen as outdated. S.B. 2615 seeks to address this issue by promoting in-person work while allowing for remote work in specific circumstances, ensuring that higher education institutions deliver the highest quality educational experience while offering flexibility when necessary.

S.B. 2615 proposes that institutions of higher education restrict remote work for employees, allowing it only under certain conditions, such as when an employee is temporarily or permanently unable to work in person due to illness or medical conditions, or when their role does not require consistent in-person engagement. S.B. 2615 aims to balance the need for in-person interaction with reasonable accommodations for specific circumstances.

(Original Author/Sponsor's Statement of Intent)

C.S.S.B. 2615 amends current law relating to restricting remote work by employees of public institutions of higher education.

**RULEMAKING AUTHORITY**

Rulemaking authority is expressly granted to the Texas Higher Education Coordinating Board in SECTION 1 (Section 51.992, Education Code) of this bill.

**SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Subchapter Z, Chapter 51, Education Code, by adding Section 51.992, as follows:

Sec. 51.992. RESTRICTIONS ON REMOTE WORK BY HIGHER EDUCATION EMPLOYEES. (a) Defines "institution of higher education."

(b) Prohibits an institution of higher education, notwithstanding Section 658.010 (Place Where Work Performed), Government Code, from allowing an employee to work remotely except as provided by this section.

(c) Authorizes an institution of higher education to allow an employee to work remotely on a temporary or permanent basis if the employee meets certain criteria.

(d) Authorizes the Texas Higher Education Coordinating Board to adopt rules as necessary to implement this section.

SECTION 2. Provides that this Act applies beginning with the 2025–2026 academic year.

SECTION 3. Effective date: upon passage or September 1, 2025.