

BILL ANALYSIS

Senate Research Center
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C.S.H.B. 2243
By: Oliverson et al. (Creighton)
Education K-16
5/22/2025
Committee Report (Substituted)

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

Teacher retention remains a critical issue in Texas, with increasing numbers of teachers leaving the profession due to workload, pay concerns, and lack of support. H.B. 2243 establishes a commission to study and recommend strategies to improve teacher retention statewide. The Committee Substitute amends Section 21.752(e) to remove mention of "ethnic" diversity.

Key Provisions

Establishment of the Texas Commission on Teacher Retention:

- The commission will include representatives from the Texas Education Agency, school districts, educator preparation programs, and teacher organizations.
- The commission will conduct a comprehensive study on teacher retention, focusing on compensation, workload, administrative support, and professional development.

Reporting Requirements:

- The commission must submit a report of findings and recommendations to the governor, lieutenant governor, and legislature by December 1, 2026.

Recommendations for Legislative Action:

- The commission will identify potential legislative actions to enhance teacher retention, such as salary adjustments, retention stipends, and targeted training programs.

Committee Substitute Change:

- Amends Section 21.752(e), Education Code, to remove mention of "ethnic" diversity—only geographic diversity of the state is included.

C.S.H.B. 2243 amends current law relating to the creation of the Texas Commission on Teacher Job Satisfaction and Retention.

RULEMAKING AUTHORITY

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Chapter 21, Education Code, by adding Subchapter P, as follows:

SUBCHAPTER P. TEXAS COMMISSION ON TEACHER JOB SATISFACTION AND
RETENTION

Sec. 21.751. DEFINITION. Defines "commission."

Sec. 21.752. TEXAS COMMISSION ON TEACHER JOB SATISFACTION AND RETENTION. (a) Establishes the Texas Commission on Teacher Job Satisfaction and Retention (commission) to develop and make recommendations for improving teacher job satisfaction and retention.

(b) Provides that the commission is composed of 13 members, consisting of the following:

(1) five members appointed by the governor;

(2) four members appointed by the lieutenant governor; and

(3) four members appointed by the speaker of the house of representatives.

(c) Requires the members appointed by the governor to include at least three people who are current or former classroom teachers with at least 10 years of teaching experience.

(d) Requires that the appointments made by the lieutenant governor and the speaker of the house of representatives each consist of three members of the applicable legislative chamber and an administrator in the public school system or an elected member of the board of trustees of a school district.

(e) Requires the governor, lieutenant governor, and speaker of the house of representatives, in making appointments under Subsections (b)(1), (2), and (3), to coordinate to ensure that the membership of the commission reflects, to the extent possible, the geographic diversity of this state.

Sec. 21.753. PRESIDING OFFICER. Requires the governor to designate a member of the commission to serve as presiding officer of the commission.

Sec. 21.754. COMPENSATION AND REIMBURSEMENT. Provides that a member of the commission is not entitled to compensation for service on the commission but is entitled to reimbursement for actual and necessary expenses incurred in performing commission duties.

Sec. 21.755. COMMISSION PERSONNEL. Authorizes the commission to hire employees and hire or contract with legal counsel as necessary to carry out the purposes of this subchapter.

Sec. 21.756. ADMINISTRATIVE SUPPORT AND FUNDING. (a) Requires staff members of the Texas Education Agency (TEA) to provide administrative support for the commission.

(b) Requires TEA, if the agency employs a staff member whose sole duty is to provide administrative support for the commission under this section, to consult with the presiding officer or the presiding officer's designee in the hiring or selection of the staff member.

(c) Requires that funding for the administrative, staffing, legal, and operational expenses of the commission be provided by appropriation to TEA for that purpose.

Sec. 21.757. PROCUREMENT. (a) Authorizes TEA to procure goods and services to support the commission's work, including research and consulting services.

(b) Provides that the competitive bidding contract procedures established by Chapters 2155 (Purchasing: General Rules and Procedures), 2156 (Purchasing Methods), 2157 (Purchasing: Purchase of Automated Information Systems), and 2158 (Purchasing: Miscellaneous Provisions for Purchase of Certain Goods and

Services), Government Code, and the requirements of Chapter 2254 (Professional and Consulting Services), Government Code, do not apply to a contract awarded by TEA to implement this subchapter.

(c) Requires TEA, for the purposes of procurement under Subsection (a), to enter into a contract only if the contract is approved by a majority vote of the commission's members.

Sec. 21.758. RECOMMENDATIONS. (a) Requires the commission to develop recommendations under this subchapter to improve student outcomes by addressing certain issues related to teacher job satisfaction and retention.

(b) Authorizes the commission to establish one or more working groups composed of not more than five members of the commission to study, discuss, and address specific policy issues and recommendations to refer to the commission for consideration.

Sec. 21.759. REPORT. Requires the commission, not later than December 31, 2026, to prepare and deliver a report to the governor and the legislature that recommends statutory changes to improve teacher job satisfaction and retention.

Sec. 21.760. PUBLIC MEETINGS AND PUBLIC INFORMATION. (a) Authorizes the commission to hold public meetings as needed to fulfill its duties under this subchapter.

(b) Provides that commission meetings are not subject to Chapter 551 (Open Meetings), Government Code.

(c) Provides that the commission is a governmental body for the purposes of Chapter 552 (Public Information), Government Code.

Sec. 21.761. COMMISSION ABOLISHED; EXPIRATION. Provides that the commission is abolished and this subchapter expires September 1, 2027.

SECTION 2. Requires the appropriate persons, not later than the 30th day after the effective date of this Act, to make the appointments required by Section 21.752, Education Code, as added by this Act.

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