

## **BILL ANALYSIS**

Senate Research Center  
89R20876 ANG-F

C.S.S.B. 27  
By: Creighton  
Education K-16  
3/26/2025  
Committee Report (Substituted)

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

C.S.S.B. 27 expands the teacher time study to include "reducing and streamlining teacher tasks and duties."

Grants teachers a new right in grievance procedures: they must be notified of any grievance against them, and their written response becomes part of the record.

Requires prompt notification to teachers about any threat that could directly affect them, including details about the existence and nature of the threat.

Offers incentives for special education, bilingual, or other high-need certifications by waiving the cost of the first exam.

Removes prescriptive "duty calendars" and PEIMS reporting for teacher removals, following feedback from teacher organizations and districts.

Clarifies that classroom removals are at a teacher's discretion and may be initiated based on a single instance of poor behavior.

C.S.S.B. 27 amends current law relating to the rights of public school educators and financial and other assistance provided to educators and to public schools by the Texas Education Agency related to public school educators.

### **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 Section 11.1513, Education Code, by adding Subsection (l), as follows:

(l) Requires that the employment policy for district personnel provide that for purposes of determining the amount of a reduction in the salary of a classroom teacher, full-time counselor, or full-time librarian for unpaid leave, the employee's daily rate of pay is computed by dividing the employee's annual salary by the number of days the employee is expected to work for that school year.

SECTION 2. Amends Subchapter B, Chapter 21, Education Code, by adding Section 21.0411, as follows:

Sec. 21.0411. WAIVER OR PAYMENT OF CERTAIN EXAMINATION AND CERTIFICATION FEES. (a) Requires the State Board for Educator Certification (SBEC), notwithstanding a rule adopted under Section 21.041(c) (relating to requiring SBEC to propose a rule adopting a fee for the issuance and maintenance of an educator certification), for a person applying for a certification in special education, bilingual education, or another area specified by the General Appropriations Act, to waive a certification examination fee imposed by SBEC for the first administration of the

examination to the person and a fee associated with the application for certification by the person.

(b) Requires SBEC to pay to a vendor that administers a certification examination described by Subsection (a) a fee assessed by that vendor for the examination of a person applying for a certification described by Subsection (a) for the first administration of the examination to the person.

SECTION 3. Amends Section 21.105, Education Code, by amending Subsection (c) and adding Subsection (g), as follows:

(c) Authorizes SBEC, subject to certain subsections, including Subsection (g), on written complaint by the employing district, to impose sanctions against a teacher employed under a probationary contract who resigns, fails without good cause to comply with certain provisions, and fails to perform the contract.

(g) Prohibits SBEC from imposing a sanction under Subsection (c) against a teacher who relinquishes a position under a probationary contract and leaves the employment of the district after the 45th day before the first day of instruction for the upcoming school year in violation of Subsection (a) (relating to authorizing a teacher employed under a probationary contract to leave the employment of the district without penalty) and without the consent of the board of trustees under Subsection (b) (relating to authorizing a teacher employed under a probationary contract to resign with the consent of the board of trustees) if the teacher's failure to comply with Subsection (a) was due to certain causes.

SECTION 4. Amends Section 21.160, Education code, by amending Subsection (c) and adding Subsection (g), as follows:

(c) Authorizes SBEC, subject to certain subsections, including Subsection (g), on written complaint by the employing district, to impose sanctions against a teacher who is employed under a continuing contract that obligates the district to employ the person for the following school year and who resigns, fails without good cause to comply with certain provisions, and fails to perform the contract.

(g) Prohibits SBEC from imposing a sanction under Subsection (c) against a teacher who relinquishes a position under a continuing contract and leaves the employment of the district after the 45th day before the first day of instruction of the upcoming school year in violation of Subsection (a) (relating to authorizing a teacher employed under a continuing contract to leave the employment of the district without penalty) and without the consent of the board of trustees under Subsection (b) (relating to authorizing a teacher employed under a term contract to resign with the consent of the board of trustees) if the teacher's failure to comply with Subsection (a) was due to certain causes.

SECTION 5. Amends Section 21.210, Education Code, by amending Subsection (c) and adding Subsection (g), as follows:

(c) Authorizes SBEC, subject to certain subsections, including Subsection (g), on written complaint by the employing district, to impose sanctions against a teacher who is employed under a term contract that obligates the district to employ the person for the following school year and who resigns, fails without good cause to comply with certain provisions, and fails to perform the contract.

(g) Prohibits SBEC from imposing a sanction under Subsection (c) against a teacher who relinquishes a position under a term contract and leaves the employment of the district after the 45th day before the first day of instruction of the upcoming school year in violation of Subsection (a) (relating to authorizing a teacher employed under a term contract to leave the employment of the district without penalty) and without the consent of the board of trustees under Subsection (b) (relating to authorizing a teacher employed

under a term contract to resign with the consent of the board of trustees) if the teacher's failure to comply with Subsection (a) was due to certain causes.

SECTION 6. Amends Section 21.257, Education Code, by amending Subsection (a) and adding Subsection (f), as follows:

(a) Creates an exception under Subsection (f).

(f) Authorizes the hearing examiner to dismiss a hearing before completing the hearing or making a written recommendation if the teacher requests the dismissal, the school district withdraws the proposed decision that is the basis of the hearing, or the teacher and the school district request the dismissal after reaching a settlement regarding the proposed decision that is the basis of the hearing.

SECTION 7. Amends Subchapter I, Chapter 21, Education Code, by adding Section 21.416, as follows:

Sec. 21.416. EMPLOYED RETIREE TEACHER REIMBURSEMENT GRANT PROGRAM. (a) Requires the commissioner of education (commissioner), from money appropriated or otherwise available, to establish and administer a grant program to award money to reimburse a school district, an open-enrollment charter school, the Windham School District, the Texas School for the Deaf (TSD), or the Texas School for the Blind and Visually Impaired (TSBVI) that hires a teacher who retired before September 1, 2024, for the increased contributions to the Teacher Retirement System associated with hiring the retired teacher.

(b) Authorizes the legislature, in appropriating money for grants awarded under this section, to provide for, modify, or limit amounts appropriated for that purpose in the General Appropriations Act, including by:

(1) providing, notwithstanding Subsection (a), a date or date range other than September 1, 2024, before which a teacher must have retired for a school district, an open-enrollment charter school, the Windham School District, TSD, or TSBVI that hires the teacher to be eligible; or

(2) limiting eligibility to a district or school described by Subdivision (1) that hires a retired teacher who holds a certain certification, to teach a certain subject or grade, in a certain geographical area, or to provide instruction to certain students, including to students with disabilities.

(c) Requires the commissioner to proportionally reduce the amount of money awarded to school districts, open-enrollment charter schools, the Windham School District, TSD, and TSBVI under this section if the number of grant applications by eligible districts or schools exceeds the number of grants the commissioner could award with the money appropriated or otherwise available for the purpose.

(d) Authorizes a school district, an open-enrollment charter school, the Windham School District, TSD, or TSBVI to use money received under this section to make required payments under Section 825.4092 (Employer Contributions for Employed Retirees), Government Code.

SECTION 8. Amends Subchapter J, Chapter 21, Education Code, by adding Sections 21.466, 21.467, and 21.468, as follows:

Sec. 21.466. TEACHER QUALITY ASSISTANCE. (a) Requires the Texas Education Agency (TEA), from money appropriated or otherwise available for the purpose, to develop training for and provide technical assistance to school districts and open-enrollment charter schools regarding:

- (1) strategic compensation, staffing, and scheduling efforts that improve professional growth, teacher leadership opportunities, and staff retention;
- (2) programs that encourage high school students or other members of the community in the area served by the district to become teachers, including available teacher apprenticeship programs; and
- (3) programs or strategies that school leaders may use to establish clear and attainable behavior expectations while proactively supporting students.

(b) Requires TEA, from money appropriated or otherwise available, to provide grants to school districts and open-enrollment charter schools to implement initiatives developed under this section.

Sec. 21.467. TEACHER TIME STUDY. (a) Requires TEA, from money appropriated or otherwise available for the purpose, to develop and maintain a technical assistance program to support school districts and open-enrollment charter schools in:

- (1) studying how the district's or school's staff and student schedules, required noninstructional duties for classroom teachers, and professional development requirements for educators are affecting the amount of time classroom teachers work each week;
- (2) refining the schedules for students or staff as necessary to ensure teachers have sufficient time during normal work hours to fulfill all job duties, including addressing the needs of students; and
- (3) studying how to reduce and streamline the tasks and duties a teacher is required to perform.

(b) Requires TEA to periodically make findings and recommendations for best practices publicly available using information from participating school districts and open-enrollment charter schools.

Sec. 21.468. TEACHER POSITION INFORMATION. Requires TEA to collect data from school districts and open-enrollment charter schools to address teacher retention and recruitment, including the classifications, grade levels, subject areas, duration, and other relevant information regarding vacant teaching positions at districts and schools. Authorizes the data to be collected through the Public Education Information Management System (PEIMS) or another electronic reporting mechanism specified by the agency.

SECTION 9. Amends Section 26.011, Education Code, by adding Subsection (c), as follows:

(c) Requires that a grievance procedure adopted under Subsection (a) (relating to requiring the board of trustees of each school district to adopt a grievance procedure) require that, for a complaint against a teacher or other employee, the school district provide notice of the complaint to the teacher or employee against whom the complaint was filed and sufficient opportunity for the teacher or employee against whom the complaint was filed to submit a written response to the complaint to be included in the record.

SECTION 10. Amends Section 37.002, Education Code, by amending Subsections (b), (c), and (d) and adding Subsections (b-2), (b-3), (e-1), and (f), as follows:

(b) Authorizes a teacher to remove from class a student who:

(1) interferes, rather than who has been documented by the teacher to repeatedly interfere, with the teacher's ability to communicate effectively with the students in the class or with the ability of the student's classmates to learn;

(2) demonstrates behavior that is unruly, disruptive, or abusive toward the teacher, another adult, or another student; or

(3) engages in conduct that constitutes bullying as defined by Section 37.0832 (Bullying Prevention Policies and Procedures).

Deletes existing text authorizing a teacher to remove from class a student whose behavior the teacher determines is so unruly, disruptive, or abusive that it seriously interferes with the teacher's ability to communicate effectively with the students in the class or with the ability of the student's classmates to learn. Makes nonsubstantive changes.

(b-2) Requires a teacher, campus behavior coordinator, or other appropriate administrator to notify a parent or person standing in parental relation to a student of the removal of a student under Section 37.002 (Removal by Teacher).

(b-3) Authorizes a teacher, subject to certain provisions of Section 28.0022 (Certain Instructional Requirements and Prohibitions), to remove a student from class under Subsection (b) of this section based on a single incident of behavior described by Subsection (b)(1), (2), or (3).

(c) Prohibits the principal from returning a student to a teacher's class without the teacher's written consent unless the committee established under Section 37.003 (Placement Review Committee) determines that such placement is the best or only alternative available. Prohibits the principal from returning the student to that teacher's class, regardless of the teacher's consent, until a return to class plan has been prepared for that student. Provides that the principal is authorized only to designate an employee of the school whose primary duties do not include classroom instruction to create a return to class plan.

(d) Makes conforming changes to this subsection.

(e-1) Authorizes a student to appeal the student's removal from class under this section to the school's placement review committee established under Section 37.003, or the safe and supportive school team established under Section 37.115 (Threat Assessment and Safe and Supportive School Program and Team), in accordance with a district policy providing for such an appeal to be made to the team.

(f) Provides that Section 37.004 (Placement of Students with Disabilities) applies to the removal or placement under this section of a student with a disability who receives special education services.

SECTION 11. Reenacts Section 37.115(c), Education Code, as amended by Chapters 896 (H.B. 3) and 948 (S.B. 1720), Acts of the 88th Legislature, Regular Session, 2023, and amends it, as follows:

(c) Requires that the policies and procedures adopted under Section 37.115 (Threat Assessment and Safe and Supportive School Program and Team) include certain provisions, including requiring that, as soon as safe and practicable after an administrator or team for a district campus receives information regarding a threat made against that campus, including through social media, the administrator or team immediately provide to each member of the teaching staff, including teacher's aides, who may be directly affected by the threat notice that includes a statement of the existence of the threat, the nature of the threat, and any other pertinent details to ensure student and staff safety. Makes nonsubstantive changes.

SECTION 12. Repealer: Section 825.4092(f) (relating to providing that a reporting employer is ultimately responsible for payment of the amounts required to be contributed and prohibiting an employer from passing that cost on to the retiree through payroll deduction), Government Code.

SECTION 13. Makes application of Section 21.257(f), Education Code, as added by this Act, prospective.

SECTION 14. Provides that, to the extent of any conflict, this Act prevails over another Act of the 89th Legislature, Regular Session, 2025, relating to nonsubstantive additions to and corrections in enacted codes.

SECTION 15. Effective date: upon passage or September 1, 2025.