

## **BILL ANALYSIS**

Senate Research Center

S.B. 2615  
By: Creighton  
Education K-16  
8/18/2025  
Enrolled

### **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education institutions continue to offer work-from-home options, even though the practice is increasingly seen as outdated.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)

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

### **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 Subchapter Z, Chapter 51, Education Code, by adding Section 51.992, as follows:

Sec. 51.992. RESTRICTIONS ON TELEWORK FOR HIGHER EDUCATION EMPLOYEES. (a) Defines "faculty member," "institution of higher education," and "telework."

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

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

(d) Provides that this section does not prohibit an employee of an institution of higher education from providing instruction for a dual credit course or program at

the campus of a school district or open-enrollment charter school or if required for the course or program, by telework.

(e) Provides that an employee of an institution of higher education is exempt from the prohibition on telework under this section during the period of a catastrophe that, as determined by the institution's chief administrative officer or the officer's designee, is an event that directly interferes with the employee's ability to work in person, such as certain events, and either poses or may pose a danger to the employee's physical health or safety or prevents or may prevent the employee from performing the employee's assigned duties at the institution.

(f) Provides that, after the period of a catastrophe described by Subsection (e), an institution of higher education is required to make all reasonable efforts to ensure that an employee of the institution engages in telework only as provided by 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.