

AN ACT

relating to the creation of the Texas Commission on Teacher Job Satisfaction and Retention.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Chapter 21, Education Code, is amended by adding Subchapter P to read as follows:

SUBCHAPTER P. TEXAS COMMISSION ON TEACHER JOB SATISFACTION AND RETENTION

Sec. 21.751. DEFINITION. In this subchapter, "commission" means the Texas Commission on Teacher Job Satisfaction and Retention.

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

(b) 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) The members appointed by the governor must include at

1 least three people who are current or former classroom teachers
2 with at least 10 years of teaching experience.

3 (d) The appointments made by the lieutenant governor and the
4 speaker of the house of representatives must each consist of:

5 (1) three members of the applicable legislative
6 chamber; and

7 (2) an administrator in the public school system or an
8 elected member of the board of trustees of a school district.

9 (e) In making appointments under Subsections (b)(1), (2),
10 and (3), the governor, lieutenant governor, and speaker of the
11 house of representatives shall coordinate to ensure that the
12 membership of the commission reflects, to the extent possible, the
13 geographic diversity of this state.

14 Sec. 21.753. PRESIDING OFFICER. The governor shall
15 designate a member of the commission to serve as presiding officer
16 of the commission.

17 Sec. 21.754. COMPENSATION AND REIMBURSEMENT. A member of
18 the commission is not entitled to compensation for service on the
19 commission but is entitled to reimbursement for actual and
20 necessary expenses incurred in performing commission duties.

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

24 Sec. 21.756. ADMINISTRATIVE SUPPORT AND FUNDING. (a)
25 Staff members of the agency shall provide administrative support
26 for the commission.

27 (b) If the agency employs a staff member whose sole duty is

1 to provide administrative support for the commission under this
2 section, the agency shall consult with the presiding officer or the
3 presiding officer's designee in the hiring or selection of the
4 staff member.

5 (c) Funding for the administrative, staffing, legal, and
6 operational expenses of the commission shall be provided by
7 appropriation to the agency for that purpose.

8 Sec. 21.757. PROCUREMENT. (a) The agency may procure goods
9 and services to support the commission's work, including research
10 and consulting services.

11 (b) The competitive bidding contract procedures established
12 by Chapters 2155, 2156, 2157, and 2158, Government Code, and the
13 requirements of Chapter 2254, Government Code, do not apply to a
14 contract awarded by the agency to implement this subchapter.

15 (c) For the purposes of procurement under Subsection (a),
16 the agency shall enter into a contract only if the contract is
17 approved by a majority vote of the commission's members.

18 Sec. 21.758. RECOMMENDATIONS. (a) The commission shall
19 develop recommendations under this subchapter to improve student
20 outcomes by addressing issues related to teacher job satisfaction
21 and retention, including:

22 (1) methods to reduce the paperwork and other
23 administrative burdens placed on teachers, including by evaluating
24 the effectiveness of Section 7.060 and other laws in reducing
25 paperwork for teachers;

26 (2) the impact of requirements in this code and
27 commissioner rules on administrative staffing levels in public

1 schools;

2 (3) methods to lessen administrative burdens in public
3 schools to focus more resources on supporting teachers;

4 (4) the impact of state and federal law relating to
5 student discipline on teacher job satisfaction and effectiveness;

6 (5) the impact of compliance with federal education
7 law on teacher job satisfaction and retention, including the impact
8 on teachers, public school students, and public primary and
9 secondary education programs in this state if this state were to
10 decline federal education funding; and

11 (6) the impact of an administrator's competency in
12 effectively discharging the administrator's duties on teacher job
13 satisfaction and effectiveness.

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

18 Sec. 21.759. REPORT. Not later than December 31, 2026, the
19 commission shall prepare and deliver a report to the governor and
20 the legislature that recommends statutory changes to improve
21 teacher job satisfaction and retention.

22 Sec. 21.760. PUBLIC MEETINGS AND PUBLIC INFORMATION. (a)
23 The commission may hold public meetings as needed to fulfill its
24 duties under this subchapter.

25 (b) Commission meetings are not subject to Chapter 551,
26 Government Code.

27 (c) The commission is a governmental body for the purposes

1 of Chapter 552, Government Code.

2 Sec. 21.761. COMMISSION ABOLISHED; EXPIRATION. The
3 commission is abolished and this subchapter expires September 1,
4 2027.

5 SECTION 2. Not later than the 30th day after the effective
6 date of this Act, the appropriate persons shall make the
7 appointments required by Section 21.752, Education Code, as added
8 by this Act.

9 SECTION 3. This Act takes effect immediately if it receives
10 a vote of two-thirds of all the members elected to each house, as
11 provided by Section 39, Article III, Texas Constitution. If this
12 Act does not receive the vote necessary for immediate effect, this
13 Act takes effect September 1, 2025.

H.B. No. 2243

President of the Senate

Speaker of the House

I certify that H.B. No. 2243 was passed by the House on May 7, 2025, by the following vote: Yeas 113, Nays 31, 1 present, not voting; and that the House concurred in Senate amendments to H.B. No. 2243 on May 29, 2025, by the following vote: Yeas 99, Nays 36, 2 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 2243 was passed by the Senate, with amendments, on May 27, 2025, by the following vote: Yeas 21, Nays 10.

Secretary of the Senate

APPROVED: _____

Date

Governor