

1-1 By: Oliverson, et al. (Senate Sponsor - Creighton) H.B. No. 2243
1-2 (In the Senate - Received from the House May 7, 2025;
1-3 May 9, 2025, read first time and referred to Committee on Education
1-4 K-16; May 25, 2025, reported adversely, with favorable Committee
1-5 Substitute by the following vote: Yeas 8, Nays 1; May 25, 2025,
1-6 sent to printer.)

1-7	COMMITTEE VOTE				
1-8		Yea	Nay	Absent	PNV
1-9	Creighton	X			
1-10	Campbell	X			
1-11	Bettencourt	X			
1-12	Hagenbuch			X	
1-13	Hinojosa of Nueces	X			
1-14	King	X			
1-15	Menéndez		X		
1-16	Middleton	X			
1-17	Parker	X			
1-18	Paxton	X			
1-19	West			X	

1-20 COMMITTEE SUBSTITUTE FOR H.B. No. 2243 By: King

1-21 A BILL TO BE ENTITLED
1-22 AN ACT

1-23 relating to the creation of the Texas Commission on Teacher Job
1-24 Satisfaction and Retention.

1-25 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-26 SECTION 1. Chapter 21, Education Code, is amended by adding
1-27 Subchapter P to read as follows:

1-28 SUBCHAPTER P. TEXAS COMMISSION ON TEACHER JOB SATISFACTION AND
1-29 RETENTION

1-30 Sec. 21.751. DEFINITION. In this subchapter, "commission"
1-31 means the Texas Commission on Teacher Job Satisfaction and
1-32 Retention.

1-33 Sec. 21.752. TEXAS COMMISSION ON TEACHER JOB SATISFACTION
1-34 AND RETENTION. (a) The Texas Commission on Teacher Job
1-35 Satisfaction and Retention is established to develop and make
1-36 recommendations for improving teacher job satisfaction and
1-37 retention.

1-38 (b) The commission is composed of 13 members, consisting of
1-39 the following:

1-40 (1) five members appointed by the governor;

1-41 (2) four members appointed by the lieutenant governor;

1-42 and

1-43 (3) four members appointed by the speaker of the house
1-44 of representatives.

1-45 (c) The members appointed by the governor must include at
1-46 least three people who are current or former classroom teachers
1-47 with at least 10 years of teaching experience.

1-48 (d) The appointments made by the lieutenant governor and the
1-49 speaker of the house of representatives must each consist of:

1-50 (1) three members of the applicable legislative

1-51 chamber; and

1-52 (2) an administrator in the public school system or an
1-53 elected member of the board of trustees of a school district.

1-54 (e) In making appointments under Subsections (b)(1), (2),
1-55 and (3), the governor, lieutenant governor, and speaker of the
1-56 house of representatives shall coordinate to ensure that the
1-57 membership of the commission reflects, to the extent possible, the
1-58 geographic diversity of this state.

1-59 Sec. 21.753. PRESIDING OFFICER. The governor shall
1-60 designate a member of the commission to serve as presiding officer

of the commission.

Sec. 21.754. COMPENSATION AND REIMBURSEMENT. 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. The commission may 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) Staff members of the agency shall provide administrative support for the commission.

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

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

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

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

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

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

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

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

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

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

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

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

(b) The commission may 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. Not later than December 31, 2026, the commission shall 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) The commission may hold public meetings as needed to fulfill its duties under this subchapter.

(b) Commission meetings are not subject to Chapter [551](#), Government Code.

(c) The commission is a governmental body for the purposes of Chapter [552](#), Government Code.

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

3-1 2027.

3-2 SECTION 2. Not later than the 30th day after the effective
3-3 date of this Act, the appropriate persons shall make the
3-4 appointments required by Section 21.752, Education Code, as added
3-5 by this Act.

3-6 SECTION 3. This Act takes effect immediately if it receives
3-7 a vote of two-thirds of all the members elected to each house, as
3-8 provided by Section 39, Article III, Texas Constitution. If this
3-9 Act does not receive the vote necessary for immediate effect, this
3-10 Act takes effect September 1, 2025.

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