

AN ACT

relating to restricting telework for employees of public institutions of higher education.

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

SECTION 1. Subchapter 2, Chapter 51, Education Code, is amended by adding Section 51.992 to read as follows:

Sec. 51.992. RESTRICTIONS ON TELEWORK FOR HIGHER EDUCATION EMPLOYEES. (a) In this section:

(1) "Faculty member" has the meaning assigned by Section 51.101.

(2) "Institution of higher education" has the meaning assigned by Section 61.003.

(3) "Telework" means a work arrangement that allows an employee of an institution of higher education to conduct on a regular basis all or some institutional business at a place other than the employee's regular or assigned temporary place of employment during all or a portion of the employee's established work hours.

(b) Notwithstanding Section 658.010, Government Code, an institution of higher education may not allow telework for an employee except as provided by this section.

(c) An institution of higher education may allow telework for an employee on a temporary or permanent basis if the employee:

(1) has a temporary illness;

1           (2) has a temporary or permanent medical condition or  
2 disability requiring the institution to make a reasonable  
3 accommodation under state or federal law for the telework;

4           (3) is employed in a nonteaching position and:

5                 (A) has demonstrated the ability to work well  
6 with minimal supervision;

7                 (B) has a deep understanding of the employee's  
8 duties and responsibilities;

9                 (C) has demonstrated the ability to manage the  
10 employee's time;

11                (D) has a record of thoroughly and efficiently  
12 accomplishing the employee's duties; and

13                (E) is employed in a position that does not  
14 require the employee's day-to-day physical presence at the  
15 institution or in-person interaction with students,  
16 administration, or other employees;

17           (4) is employed in a teaching position but is not a  
18 faculty member of the institution;

19           (5) is employed in a teaching position and is  
20 currently assigned to teach only a course or program that the  
21 institution has:

22                 (A) approved for remote instruction in  
23 accordance with the institution's academic oversight or faculty  
24 governance procedures; and

25                 (B) designated as:

26                         (i) distance education; or

27                         (ii) a dual credit course or program

provided by the institution;

(6) is employed as a faculty member and is on a temporary research assignment located off the institution's campus; or

(7) is employed as a faculty member who provides telehealth services as part of the employee's assigned clinical, research, or instructional duties.

(d) This section does not prohibit an employee of an institution of higher education from providing instruction for a dual credit course or program:

(1) at the campus of a school district or open-enrollment charter school; or

(2) if required for the course or program, by telework.

(e) 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:

(1) is an event that directly interferes with the employee's ability to work in person, such as:

(A) a fire, flood, earthquake, hurricane, tornado, or wind, rain, or snow storm;

(B) a power failure, technical breakdown, cyber attack, transportation failure, or interruption of communication facilities;

(C) an epidemic; or

1                    (D) a riot, civil disturbance, or enemy attack or  
2 another actual or threatened act of lawlessness or violence; and

3                    (2) either:

4                    (A) poses or may pose a danger to the employee's  
5 physical health or safety; or

6                    (B) prevents or may prevent the employee from  
7 performing the employee's assigned duties at the institution.

8                    (f) After the period of a catastrophe described by  
9 Subsection (e), an institution of higher education shall make all  
10 reasonable efforts to ensure that an employee of the institution  
11 engages in telework only as provided by this section.

12                    SECTION 2. Section 51.992, Education Code, as added by this  
13 Act, applies beginning with the 2025-2026 academic year.

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

\_\_\_\_\_  
President of the Senate

\_\_\_\_\_  
Speaker of the House

I hereby certify that S.B. No. 2615 passed the Senate on May 8, 2025, by the following vote: Yeas 21, Nays 10; and that the Senate concurred in House amendments on May 30, 2025, by the following vote: Yeas 21, Nays 10.

\_\_\_\_\_  
Secretary of the Senate

I hereby certify that S.B. No. 2615 passed the House, with amendments, on May 28, 2025, by the following vote: Yeas 90, Nays 51, one present not voting.

\_\_\_\_\_  
Chief Clerk of the House

Approved:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Governor