

By: Creighton
(Tepper)

S.B. No. 2615

Substitute the following for S.B. No. 2615:

By: Shaheen

C.S.S.B. No. 2615

A BILL TO BE ENTITLED

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

1 provided by the institution;

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

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

8 (d) This section does not prohibit an employee of an
9 institution of higher education from providing instruction for a
10 dual credit course or program at the campus of a school district or
11 open-enrollment charter school.

12 (e) The Texas Higher Education Coordinating Board may adopt
13 rules as necessary to implement this section.

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

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