

SENATE AMENDMENTS
2nd Printing

By: Oliverson, Allen, Buckley, Ashby, et al. H.B. No. 2243

A BILL TO BE ENTITLED

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 ethnic and 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.

ADOPTED

MAY 27 2025

Latey Law
Secretary of the Senate

By: Creighton

H.B. No. 2243

Substitute the following for H.B. No. 2243:

By: Phil King

C.S. H.B. No. 2243

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1 least three people who are current or former classroom teachers
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LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 89TH LEGISLATIVE REGULAR SESSION

May 28, 2025

TO: Honorable Dustin Burrows, Speaker of the House, House of Representatives

FROM: Jerry McGinty, Director, Legislative Budget Board

IN RE: **HB2243** by Oliverson (Relating to the creation of the Texas Commission on Teacher Job Satisfaction and Retention.), **As Passed 2nd House**

Estimated Two-year Net Impact to General Revenue Related Funds for HB2243, As Passed 2nd House: a negative impact of (\$903,890) through the biennium ending August 31, 2027.

The bill would make no appropriation but could provide the legal basis for an appropriation of funds to implement the provisions of the bill.

General Revenue-Related Funds, Five- Year Impact:

<i>Fiscal Year</i>	Probable Net Positive/(Negative) Impact to <i>General Revenue Related Funds</i>
2026	(\$596,070)
2027	(\$307,820)
2028	\$0
2029	\$0
2030	\$0

All Funds, Five-Year Impact:

<i>Fiscal Year</i>	Probable Savings/(Cost) from <i>General Revenue Fund</i> 1	<i>Change in Number of State Employees from FY 2025</i>
2026	(\$596,070)	2.0
2027	(\$307,820)	2.0
2028	\$0	0.0
2029	\$0	0.0
2030	\$0	0.0

Fiscal Analysis

The bill would establish the Texas Commission on Teacher Job Satisfaction and Retention to develop and make recommendations for improving teacher job satisfaction and retention. The bill would require the Texas Education Agency (TEA) to provide administrative support and funding for the 13-member commission.

The bill would require the commission to prepare and deliver a report to the governor and the Legislature that recommends certain statutory changes.

The commission would be abolished September 1, 2027.

Methodology

TEA assumes that the administrative costs of the commission's meetings and work would total \$40,480 in fiscal year 2026 and \$12,140 in fiscal year 2027.

TEA estimates the cost of production of the final report through an external vendor would be \$0.3 million in fiscal year 2026.

This analysis assumes that 2.0 FTEs would be required to support the commission at an annual cost of \$0.3 million.

Local Government Impact

No fiscal implication to units of local government is anticipated.

Source Agencies: 701 Texas Education Agency

LBB Staff: JMc, SD, NC, ASA, ENA, JPE, CMA

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 89TH LEGISLATIVE REGULAR SESSION

May 23, 2025

TO: Honorable Brandon Creighton, Chair, Senate Committee on Education K-16

FROM: Jerry McGinty, Director, Legislative Budget Board

IN RE: **HB2243** by Oliverson (relating to the creation of the Texas Commission on Teacher Job Satisfaction and Retention.), **Committee Report 2nd House, Substituted**

Estimated Two-year Net Impact to General Revenue Related Funds for HB2243, Committee Report 2nd House, Substituted: a negative impact of (\$903,890) through the biennium ending August 31, 2027.

The bill would make no appropriation but could provide the legal basis for an appropriation of funds to implement the provisions of the bill.

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LBB Staff: JMc, NC, ASA, ENA, JPE, CMA

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 89TH LEGISLATIVE REGULAR SESSION

May 19, 2025

TO: Honorable Brandon Creighton, Chair, Senate Committee on Education K-16

FROM: Jerry McGinty, Director, Legislative Budget Board

IN RE: **HB2243** by Oliverson (Relating to the creation of the Texas Commission on Teacher Job Satisfaction and Retention.), **As Engrossed**

Estimated Two-year Net Impact to General Revenue Related Funds for HB2243, As Engrossed: a negative impact of (\$903,890) through the biennium ending August 31, 2027.

The bill would make no appropriation but could provide the legal basis for an appropriation of funds to implement the provisions of the bill.

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LBB Staff: JMc, NC, ASA, ENA, JPE, CMA

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 89TH LEGISLATIVE REGULAR SESSION

April 23, 2025

TO: Honorable Brad Buckley, Chair, House Committee on Public Education

FROM: Jerry McGinty, Director, Legislative Budget Board

IN RE: **HB2243** by Oliverson (relating to the creation of the Texas Commission on Teacher Job Satisfaction and Retention.), **Committee Report 1st House, Substituted**

Estimated Two-year Net Impact to General Revenue Related Funds for HB2243, Committee Report 1st House, Substituted: a negative impact of (\$903,890) through the biennium ending August 31, 2027.

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Local Government Impact

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LBB Staff: JMc, NC, ASA, ENA, JPE, CMA

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 89TH LEGISLATIVE REGULAR SESSION

April 7, 2025

TO: Honorable Brad Buckley, Chair, House Committee on Public Education

FROM: Jerry McGinty, Director, Legislative Budget Board

IN RE: **HB2243** by Oliverson (Relating to the creation of the Texas Commission on Teacher Job Satisfaction and Retention.), **As Introduced**

Estimated Two-year Net Impact to General Revenue Related Funds for HB2243, As Introduced: a negative impact of (\$903,890) through the biennium ending August 31, 2027.

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