

By: \_\_\_\_\_ .B. No. \_\_\_\_\_

Substitute the following for .B. No. \_\_\_\_\_:

By: \_\_\_\_\_ C.S. .B. No. \_\_\_\_\_

A BILL TO BE ENTITLED

1 AN ACT

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

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

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

7 SUBCHAPTER P. TEXAS COMMISSION ON TEACHER JOB SATISFACTION AND  
8 RETENTION

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

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

17 (b) The commission is composed of 13 members, consisting of  
18 the following:

19 (1) five members appointed by the governor;

20 (2) four members appointed by the lieutenant governor;

21 and

22 (3) four members appointed by the speaker of the house  
23 of representatives.

24 (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 and

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

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

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

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

23 (b) Commission meetings are not subject to Chapter 551,  
24 Government Code.

25 (c) The commission is a governmental body for the purposes  
26 of Chapter 552, Government Code.

27 Sec. 21.761. COMMISSION ABOLISHED; EXPIRATION. The

1 commission is abolished and this subchapter expires September 1,  
2 2027.

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

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