

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CREDENTIALS AND RECORDS

DBA
(LOCAL)

PROPOSED REVISIONS

Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

Updating Credentials

All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

Contract Personnel

The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

**State Teacher
Certification**

In accordance with the District's innovation plan, the District is exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of career and technical education (CTE) courses. In addition, the Superintendent shall have the authority to permit a certified teacher to teach up to one grade span above or below his or her certified level. [See DK]

**CTE Teacher –
Local Guidelines**

The local guidelines regarding the exemption for state teacher certification law are published in the District's innovation plan².

**Social Security
Number**

The District shall not use an employee's Social Security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's Social Security number confidential.

Local Guidelines

~~CTE certification plan for SOQ employees.~~

~~Per TAC 233.14, an SOQ (Statement of Qualifications) is fulfilled via five years, full time, paid employment in the applicable field in business and industry.~~

~~The Standard Trade and Industrial Education: Grades 8–12 certificate shall require current licensure, certification, or registration by a nationally recognized accrediting agency based on a recognized test or measurement. If the licensure, certification, or registration is not based on a recognized test or measurement, then passing the appropriate National Occupational Competency Testing Institute (NOCTI) assessment shall be required.~~

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CREDENTIALS AND RECORDS

DBA
(LOCAL)

~~Career Pathways Requiring a SOQ and a high school diploma:~~

- ~~1. Automotive technology;~~
- ~~2. Auto collision and repair;~~
- ~~3. Construction technology; and~~
- ~~4. Welding~~

~~In addition to SOQ requirements, the District shall also require the following licensures/certifications for each area:~~

- ~~1. Automotive technology~~

~~A minimum of five ASE (Automotive Service Excellence) certificates with one of the five being the MLR (Auto Maintenance and Light Repair).~~

- ~~2. Auto collision and repair~~

~~I-CAR platinum standard.~~

- ~~3. Construction technology~~

~~For all building and trades applicable occupations, a state licensure is required; examples include electricians, plumbers, HVAC technicians, and building contractors.~~

- ~~4. Welding~~

~~AWS (American Welding Society) certification.~~

~~Lastly, teachers hired in these areas shall be required to enroll in and complete during the first year of teaching a 20-hour CTE Classroom Management professional development program through an alternative certification program such as the programs through Region 18 or Region 13.~~

~~The District considers individuals hired under these guidelines for these positions to be appropriately qualified and, therefore, shall not provide special notification to parents of students in these classes that the instructor does not hold a traditional teaching certificate.~~

~~If the District assigns an inappropriately certified or uncertified teacher to the same classroom for more than 30 consecutive instructional days during the same school year, the District shall provide written notice of the assignment to a parent or guardian of each student in that classroom.~~

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
CREDENTIALS AND RECORDS

DBA
(LOCAL)

~~The Superintendent shall provide this notice not later than the 30th instructional day after the date of the assignment of the inappropriately certified or uncertified teacher.~~

~~The District shall:~~

- ~~1. Make a good faith effort to ensure that the notice required by this section is provided in a bilingual form to any parent or guardian whose primary language is not English;~~
- ~~2. Retain a copy of any notice provided under this section; and~~
- ~~3. Make information relating to teacher certification available to the public on request.~~

¹ Innovation Plan: <https://www.ectorcountysd.org/>

² Innovation Plan: <https://www.ectorcountysd.org/>