



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Staci Ashley, Executive Director of Human Resources

SUBJECT: **DISCUSSION OF AND REQUEST FOR APPROVAL OF TEACHER CERTIFICATION WAIVER FOR 2020-2021 SCHOOL YEAR**

DATE: October 20, 2020

ECISD has been tasked with the challenge to fill teacher vacancies. As district staffing needs have continued to evolve due to the pandemic, the Texas Education Agency has allowed opportunities for certification assignment flexibility. In a review of the known options offered by TEA, we choose to utilize the Teacher Certification Waiver as an option in hiring uncertified individuals. These uncertified individuals are vetted by Human Resources via phone interview, application and resume review, college transcript review, and campus interviews to identify the best fit in our district.

The Teacher Certification Waiver can be used for an individual to teach in an area he or she is not certified to teach. It can also be used for individuals who are not certified but have qualifications to teach and are carefully vetted. The Teacher Certification Waiver must be approved by the Board and the Commissioner of Education. This type of Waiver does not apply to Special Education, Bilingual, or ESL assignments. Approval must be granted each year and no fee is required.

Administrative Recommendation:

Approval of a Teacher Certification Waiver for assignment flexibility due to district needs for the 2020-2021 school year.