

Board Information Item

Information
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Board Agenda
Information

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Board Agenda
Action

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Board Agenda
Consent

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09/29/2025

Subject:

Approve the TEA Certification Waivers

Contact Person:

Kelly Mires, Chief Human Resources Officer

Policy/Code:

DNA(LOCAL)(LEGAL)

**Priority and
Performance
Objective:**

Priority 2: Faculty and Staff Recruitment, Retention and Capacity Building.
Objective 2.1: Recruitment

Summary:

The Texas Education Agency allows districts to apply for a certification waiver for an employee to serve in the capacity of an assistant principal without the necessary certification requirements. The employee must have completed an educator prep program, but has not completed all certification exam requirements.

Joy Gibson

Assistant Principal, Grapevine Elementary School

Joy Gibson was recommended and approved on June 16, 2025. She earned her Master of Education in Educational Administration on May 9, 2024, from Lamar University. She will complete the remainder of her certification requirements during the 2025-2026 school year. Joy has served GCISD since 2015 as a teacher and then as a learning liaison.

Alejandra Paniagua

Assistant Principal, Timberline Elementary

Alejandra Paniagua was recommended and approved on April 28, 2025. She earned her Master of Education in Educational Administration in May 2025 from Lamar University. She will complete the remainder of her certification requirements during the 2025-2026 school year. Alejandra has served GCISD since 2014 as a bilingual teacher and then as a learning liaison.

Attachments:

Recommendation: The recommendation is for the Board of Trustees to approve the district's submission of certification waivers to TEA for the 2025-2026 school year.