

Manor Independent School District
Board of Trustees Meeting Agenda Item
February 16, 2026

CONSENT ITEM SHEET

RE: Consideration and Approval of Plan for the HB 2 Delay of Teacher Certification Requirements Application

Supporting Documents:

1. To the Administrator Addressed: HB 2 Delay of Teacher Certification Requirements Application Update, October 16, 2025
2. 2026-2027 Manor ISD Extension Application

This item relates to Policy/Code: Texas Education Code (TEC) §21.003, TEC §21.0032

Goal 1: ACADEMIC ACHIEVEMENT GAPS- By 2026, 100% of Manor ISD scholars will graduate prepared for college, career, trade, and/or military services based upon their individual goals.

Goal 2: COMMUNICATION- By 2026, 100% of Manor ISD communication to all scholars, family, staff, & community members will be interactive, accurate, timely, & accessible to ensure the Manor ISD community is routinely informed.

Goal 6: STAFF DEVELOPMENT- By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

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Background Information:

During the State of Texas' 89th Legislative Session, HB2 was passed. HB2 covers a myriad of teacher certification and compensation items. This particular agenda item is a request for the district to delay applying certain HB2 certification requirements. Currently Manor ISD has 36 uncertified teachers (out of 500 total teachers) and 60% are on track to be certified by the end of the 2025-2026 school year. Having this approval will allow the district, should it choose to, to employ individuals who are working on their teacher certification for which the district would not be able to employ during the 2026-2027 school year. While we don't anticipate needing to do so, we believe that having the option to do so does no harm.

The application Manor ISD submits to the Texas Education Agency (TEA) must include an evaluation of how the district will transition to certification during the delay of teacher certification requirements and must be submitted by March 2, 2026. As part of this application process, districts are required to do the following:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025-2026 as of the date of submission.
- Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.
- Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.
- Provide the web page link to the district board of trustees' meeting agenda where the plan for the delay of teacher certification requirements was approved.
- Provide the webpage link to the board-approved plan.

Fiscal Implications:

N/A

Administrative Recommendation:

Approve the plan to submit to the TEA.

Motion Language:

I move to approve the District's Plan for the application submission for delay of teacher certification requirements.

Dr. Tamey Williams-Hill

Contact Person

Dr. Robert Sormani

Approved Superintendent



Manor Independent School District

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HB 2 Delay of Teacher Certification Requirements Application

Purpose

The purpose of this plan is to provide a comprehensive overview of Manor ISD's plan to reduce the number of uncertified teachers across the district in compliance with House Bill 2 (HB2) that was passed in the 89th legislative session. Manor ISD is committed to implementing a plan to support teachers in obtaining their certification while also strengthening our teacher recruitment pipelines and strategic staffing initiatives to meet state certification requirements by or before the 2029-2030 school year.

Current Status

In the 2025-2026 school year, Manor ISD has a total of 546 teachers, 41 of which are uncertified. Of those 41, five are on a board approved School District Teaching Permit (SDTP) and 36 are with the District of Innovation Local Certification program. This is a significant decrease in the number of uncertified teachers from the previous school year, which was approximately 133 teachers. Below is a breakdown of the content areas in which there are uncertified teachers:

Grade Level	Subject Area	Number of Uncertified Teachers - Local Certification	Number of Teachers with a School District Teaching Permit	Total
Pre-K	All Subject Areas	5	0	5
Kindergarten	All Subject Areas	4	0	4
2nd	All Subject Areas	5	0	5
3rd	All Subject Areas	2	0	2
4th	All Subject Areas	2	0	2
5th	All Subject Areas	3	0	3
6th-8th	CTE (SDTP), Social Studies, and Art	3	1	4
9th-12th	CTE (SDTP), Social Studies, Art, and Spanish	4	4	8

Goals and Strategies for Compliance

By the end of the 2025-2026 school year, Manor ISD aims to have zero teachers in elementary foundational areas. To date, about 25 teachers who are on the District of Innovation Local Certification program are in foundational areas at the elementary level; based upon the current progress that these teachers have made as of January 2026, 60% are anticipating to obtain their probationary intern or standard certificate by the end of the 2025-2026 school year. To help fill vacancies, the district has strong partnerships with various Educator Preparation Programs including Teachers of Tomorrow, Region 13 Service Center, and iTEACH, in addition to a partnership with Texas State University. Additionally, with the support of the LASO 4 grant, Manor ISD plans to expand the Student Residency Program and Grow Your Own Pathways to strengthen the district's teacher pipeline.

- **2026-2027:** zero uncertified teachers in core content areas across all grade levels
- **2027-2028:** less than 15% of teachers in non-core content areas across all grade levels, with the exception of teachers issued a SDTP, due to the difficulty in finding certified teachers for Music, Art, and Spanish.
- **2029-2030:** fully in compliance with HB2 with zero uncertified teachers across all content areas