

## Application for Delay of Teacher Certification Requirements

### Background Information

Boerne ISD is designated as a District of Innovation (DOI) pursuant to Texas Education Code (TEC) §§12A.001–12A.009. Under this designation, the District may claim exemptions from certain teacher certification requirements in the Texas Education Code, except where expressly prohibited by statute.

House Bill 2 (HB 2), passed by the 89th Texas Legislature during the Regular Session in 2025 and signed into law by Governor Abbott, amended certification requirements under TEC §21.003. This statute provides that a person may not be employed as a teacher, teacher intern or trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor unless the individual holds an appropriate certificate or permit issued under Subchapter B. Acceptable credentials include any State Board for Educator Certification (SBEC)-issued certificate (intern, probationary, standard, or enhanced standard) or an emergency permit for the applicable subject area and grade level.

Boerne ISD’s DOI Plan provides flexibility to recruit and hire qualified individuals in Career and Technical Education (CTE), STEM, Languages Other Than English (LOTE), advanced academics, and other hard-to-fill positions.

This application process must be used by districts seeking approval from the Commissioner of Education to delay implementation of teacher certification requirements for Foundation Curriculum courses until the beginning of the 2029–2030 school year. This plan does not seek to exempt the District from HB 2, but rather to align DOI flexibility with a structured transition toward full compliance

### Administrative Considerations

Hiring certified teachers remains a priority for Boerne ISD; however, ongoing shortages – particularly among candidates graduating from traditional and alternative certification programs in secondary math and science – have required the District to utilize the flexibility afforded by its DOI plan to ensure students continue to receive high-quality instruction.

Metric	Impact on Boerne ISD
<b>Affected Workforce</b>	7 uncertified teachers are currently assigned as Teachers of Record in Foundation Curriculum courses.
<b>Annual Hiring Vulnerability</b>	Boerne ISD hired 127 teachers in 2025-26, which represents approximately 5.5% of new hires.  In 2024-25, Boerne ISD hired 12 uncertified teachers as Teachers of Record in Foundation Curriculum courses. This represents approximately 8.3% of the total 145 teachers hired.
<b>Risk of Inaction</b>	Boerne ISD has exercised its DOI exemption sparingly and requires candidates to demonstrate content mastery through a minimum of 18 college credit hours in the curriculum to be taught with a “C” or better. The risk of non-compliance is low.

Grade Level	Subject	2025-26	2024-25
EC-6	Core Subjects	0	1*
4-8	ELAR	1	0
4-8	Math	0	2
4-8	Science	0	1
7-12	Math	4	6
7-12	Science	2	2

\* Teacher required additional time to complete testing requirements to qualify for full certification.

### **Transition Plan**

Boerne ISD’s compliance roadmap employs a two-phase strategy to eliminate reliance on uncertified teachers in Foundation Curriculum courses while ensuring instructional stability.

#### **Phase 1: Stabilize Current Workforce**

Boerne ISD’s immediate priority is to ensure current uncertified teachers are actively pursuing certification. Human Resources notified teachers serving under the District’s DOI Plan in September 2025 that they must be enrolled in an alternative certification program by the start of the 2026-27 school year.

- **Year 1:** Enroll in an approved Educator Preparation Program (EPP) and complete all required certification exams.
- **Year 2:** Prior to the start of the school year, obtain an Intern Certificate aligned to the assigned job title and provide the District with a Statement of Eligibility (SOE).
- **Year 3:** Earn Standard Certification aligned to the assigned job title.

Boerne ISD will partner with approved Educator Preparation Programs (EPPs), including Texas Teachers of Tomorrow and iteach, to ensure uncertified teachers have access to high-quality pathways to certification. Other high-quality EPPs may also be utilized. Participating EPPs will provide Boerne ISD with individualized certification completion timelines for each employee.

Boerne ISD Human Resources will collaborate with campus administrators to ensure effective implementation, ongoing monitoring, and sustained support for uncertified teachers pursuing alternative certification.

1. **Documented Check-Ins:** Campus administrators or their designees will conduct required, documented meetings with uncertified teachers to review EPP progress, identify barriers, and ensure timely completion of coursework and TExES examinations.
2. **Three-Tiered Communication and Accountability Model:** A structured communication protocol will ensure shared accountability at the campus level with centralized oversight from Human Resources to maximize support and ensure compliance.
  - **Teachers:** Ongoing support through reminders and progress updates from the EPP and Human Resources.
  - **Campus Administrators:** Direct notification of non-compliance or missed internal deadlines.
  - **District Leadership:** Summary reports highlighting districtwide compliance trends, intervention needs, and campus-level concerns.

## Phase 2: Phase Out Future Uncertified Hiring

To prevent expansion of the uncertified teacher workforce, hiring practices will be revised to include measurable annual reduction targets. While DOI flexibility may continue during the transition period, Boerne ISD will cap and systematically reduce uncertified hires in core content areas. DOI hiring practices for Foundation Curriculum courses will be fully eliminated by the 2029–2030 school year.

School Year	Target for Uncertified New Hires	Rationale
SY 2025-26	5.5% of New Hires	Baseline rate based on recent hiring trends
SY 2026-27	4% of New Hires	Begins initial phase-out of reliance on uncertified candidates for core subjects
SY 2027-28	3% of New Hires	Continued reduction, prioritizing candidates on a certification track with clear intern pathway in assignment area
SY 2028-29	2% of New Hires	Final year of transition
SY 2029-30	0% of New Hires	Compliance achieved: only certified candidates will be hired for Foundation Curriculum courses

Note: The District of Innovation (DOI) Plan will remain unchanged to allow flexibility to hire uncertified teachers in non-foundation areas, e.g., CTE, Fine Arts, LOTE.

## Transition Plan Justification and Benefits

The four-year transition period allows Boerne ISD to implement a responsible, phased compliance roadmap while fully leveraging available state-funded incentives.

- **Workforce Stabilization and Retention:** The approved certification delay ensures the current workforce remains eligible for state-funded Teacher Retention Allotment (TRA) base salary increases, supporting staff retention throughout the transition period.
- **Accelerated Certification Pathways:** Dedicated partnerships with approved Educator Preparation Programs (EPPs), aligned with Texas Education Agency (TEA) timelines, enable eligible teachers to access state incentive payments upon achieving certification. When combined with local district support, these incentives accelerate compliance efforts while minimizing the financial burden on educators.

## Attachments

- Attachment 1: [HB 2 Implementation: New Certification Requirements and Incentives for Uncertified Teachers](#)
- Attachment 2: [HB 2 Implementation: New Teacher Certification Requirements Update](#)

## District Contacts

- Jill Rhodes Pruin, Chief Human Resources Officer
- Nadine Espinosa, Director of Human Resources