

HB 2 Implementation: New Certification Requirements for Teachers

TEA Guidance

Academic Year	DOI Restrictions
2025-2026	District maintains currently approved DOI plan which may include exemptions from 21.003
2026-2027	District can no longer include K-5 reading and mathematics teachers in DOI plan exemptions from 21.003
2027-2028	District can no longer include all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in DOI plan exemptions from 21.003

Issue/Concern for PISD:

Palacios ISD has relied upon teachers who are working through their alternative certification process to fill vacant teaching positions each year. This portion of HB 2 will create teacher shortages in the short term due to a lack of certified teachers.

Expanding our Teacher Incentive Allotment (TIA) plan will help attract certified teachers, but this process will take several years due to the timelines we are required to follow for TIA.

Furthermore, most, if not all, districts are now working on TIA, so this will become less competitive over time, and we will once again be competing for the same teachers.

If the States' plan noted in the table above is followed, there will be a teacher shortage over the next several years. We can delay this process, which requires Board and TEA approval. I recommend we approve a local plan to delay (transition toward) meeting the HB 2 teacher certification requirements over a period of 5 years, as allowed by law.

Delay of Teacher Certification Requirements Application and Process:

TEC, §21.0032 (a-1), authorizes the commissioner of education to approve district requests to delay implementation of certification requirements for foundation curriculum courses until the beginning of the 2029-2030 school year.

The application must include an evaluation of how the district will transition to certification during the extension, and will require a district to:

- Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses (by subject area and grade level);
- Indicate the total number of new, uncertified teachers hired on average each of the last three years;
- Identify at least one Educator Preparation Program partner who will be used to support certification efforts during the extension;
- Obtain approval from the district board of trustees to delay teacher certification requirements until the beginning of the 2029-2030 school year; and
- Include confirmation of the board of trustees' approval with the application submission to the commissioner of education.

All applications will be subject to review and approval by the commissioner of education. The application submission process will be shared via TAA no later than October 2025. Texas Education Agency (TEA) staff anticipate the request submission window will open early October 2025, with notifications to districts being shared on a rolling schedule of reviews and approvals, and a goal to complete all notifications to districts by the end of February 2026.

The information on this page is from TEA.

Delay of Teacher Certification Requirements PISD Plan:

Palacios ISD may employ a classroom teacher for a course in the foundation curriculum under Section 28.002, not more than the following applicable percentage of classroom teachers who do not hold an appropriate certificate or permit issued by the State Board for Educator Certification under Subchapter B:

1. For the 2026-2027 school year, 15 percent.
2. For the 2027-2028 school year, 10 percent.
3. For the 2028-2029 school year, 5 percent; and
4. For the 2029-2030 school year, all teachers employed in the foundation curriculum must hold an appropriate certificate or permit issued by the State Board for Educator Certification under Subchapter B.

*For reference, in 2025-26, 18% of our teachers in the foundation curriculum were not certified. Knowing where our uncertified teachers are in the certification process, these percentages are attainable.

We will meet with two groups of uncertified teachers regarding this change in law to emphasize the urgency of this change. The following assumes our plan is either not approved by the PISD School Board or TEA. We do not want to have to let any teachers go as a result of this law, but it is a possibility pending approval of the plan mentioned above. It is only fair that teachers are aware of this and work urgently toward completing their certification requirements this school year.

- The PreK-5th-grade (reading and math) group (red on the attached spreadsheet) is the most urgent; they have one year to obtain certification, or they will be eligible to apply for an open secondary position if available. If there are no open positions posted at the time of teacher contract renewal, this group would not be receiving a contract.
- The second group (green on the attached spreadsheet) has until the end of the 2027 school year to get certified, and it includes PreK-5th-grade science and social studies teachers in addition to all secondary teachers who teach reading, math, science, or social studies. This group would be eligible to apply for any open position in CTE, Fine Arts, or PE. If there are no open positions posted at the time of teacher contract renewal, this group would not be receiving a contract.

Board Approved September 8, 2025