

Delay of Teacher Certification Requirements Nazareth ISD Plan

Nazareth ISD may employ a classroom teacher for a course in the foundation curriculum under Section 28.002, not to exceed 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, 10%
2. For the 2027-2028 school year, 8%.
3. For the 2028-2029 school year, 5%; 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, 6% of our teachers in the foundation curriculum were not certified. Knowing where our uncertified teachers are in the certification process, these percentages are attainable.

Support for Uncertified Teachers

Nazareth ISD will provide comprehensive support to uncertified teachers to ensure timely certification, including the following requirements and support:

- If applicable, mandatory enrollment in an approved Educator Preparation Program (EPP) within 60 days of employment
- Assignment of a certified mentor
- Additional release time exceeding state requirements, dedicated to coursework and certification preparation as appropriate
- Progress meetings no less than once every two months with campus or district administrators
- Ongoing collaboration with the district's EPP partner to provide coaching, advising, and targeted support
- As applicable, a certified teacher who is teaching outside of his/her current SBEC certification area(s) will be provided support in challenging TExES exams in the appropriate certification area

Each uncertified teacher, in coordination with administration, will develop an individualized certification plan outlining required milestones and deadlines to ensure certification is completed no later than the start of the 2029–2030 school year.

Nazareth ISD will partner with West Texas A&M University PACE Educator Preparation Program as its EPP provider.

Communication and Employment Implications

The district has met with uncertified teachers regarding this change in law and will continue ongoing communication to emphasize the urgency of meeting certification requirements. While Nazareth ISD does not intend to release teachers as a result of this law, continued employment may be impacted if the district's certification plan is not approved by the Nazareth ISD School Board and compliance with applicable Texas Education Agency (TEA) requirements.

To ensure transparency, teachers have been advised of the potential employment implications should the plan not be approved or certification timelines not be met.

Certification Urgency by Teaching Assignment

- **Highest Priority**
 - K-5 Reading, Mathematics, Science and Social Studies teachers
 - All secondary positions teaching Reading, Mathematics, Science, or Social Studies
 - These teachers must be actively working toward certification.
 - If certification is not completed, teachers may apply for an available position for which they are qualified (CTE, Fine Arts, or Physical Education)
 - If no such positions are available at the time of contract renewal, the district may be unable to offer a contract consistent with TEA guidance and staffing requirements.

Board Approved February 11, 2026

Board President Signature: Alan Burkholder Date: 2/11/2026

Superintendent Signature: Dr. Kara Sue Gault Date: 2/11/2026