



Brownsboro Independent School District

HB 2 Transition Plan and Application for Certification Delay

To: Commissioner of Education, Texas Education Agency

From: Brownsboro Independent School District

Date: January 6, 2026

Subject: Transition Plan for Compliance with Tex. Educ. Code § 21.0032(a-1)

1. DISTRICT IDENTIFICATION

- **District Name:** Brownsboro Independent School District
- **Superintendent:** Dr. Keri Hampton (hamptonk@gobearsgo.net)
- **Board President:** Michele Blackmon (blackmonm@gobearsgo.net)
- **Primary Contact:** Brad Robertson, Director of Students & Staff Services (robertsonb@gobearsgo.net)
- **Application Window:** October 16, 2025 – March 2, 2026

2. STATEMENT OF INTENT

Pursuant to **HB 2 (89th Legislature)** and **Tex. Educ. Code § 21.0032(a-1)**, Brownsboro ISD (BISD) formally requests approval to delay the full implementation of certification requirements for teachers of record in foundation curriculum courses. This transition plan ensures that BISD remains in compliance with state law while aggressively moving toward a 100% certified instructional staff by the beginning of the 2029-2030 school year.

3. CURRENT STATUS OF UNCERTIFIED ASSIGNMENTS

The following table summarizes the number of uncertified individuals currently assigned to teach foundation curriculum courses (English Language Arts, Mathematics, Science, and Social Studies) as of the date of this submission.

Foundation Subject Area	Elementary (K-5)	Secondary (6-12)	Subject Total
Reading / Language Arts	7	3	10



Brownsboro Independent School District

Foundation Subject Area	Elementary (K-5)	Secondary (6-12)	Subject Total
Mathematics	1	1	2
Science	1	2	3
Social Studies	2	2	4
District Totals	11	8	Grand Total: 19

4. EDUCATOR PREPARATION PROGRAM (EPP) PARTNERSHIPS

BISD will let the candidate choose the EPP for certification. We believe that allowing teachers to select a program that fits their learning style and schedule increases the likelihood of program completion.

- **Partnership:** BISD supports any TEA-approved EPP (including but not limited to Teachworthy, iteach, Texas Teachers, University, etc.).
- **Verification Process:** Before a candidate is approved for the transition pathway, the HR department verifies that the chosen EPP offers the specific certification required for the candidate's teaching assignment.
- **District Support:** BISD provides candidates with mentorship and progress monitoring, ensuring they meet the requirements set by their respective EPP.

5. STRATEGIC PLAN: B.E.T.A. (Brownsboro Educator's Training Academy)

The transition to full compliance is the Brownsboro Educator's Training Academy (Grow Your Own) goal and began in the 2023-2024 school year.

Key Components:

- **Paraprofessional Pathway:** We identify high-performing paraprofessionals and provide a structured pathway to earn their degrees and certifications. Our third cohort is already underway. We are working with Teachworthy as well as Indiana Wesleyan University to complete their degrees as well as route to certification.



Brownsboro Independent School District

- **Strategic Staffing:** We prioritize the placement of fully certified teachers in high-need foundation areas first, utilizing uncertified staff only in areas of extreme shortage as a last resort during this transition period.
- **Individualized Implementation:** HR maintains a master spreadsheet for every uncertified candidate, monitoring transcripts, credit hours, EPP module progress, and exam dates.

6. TRANSITION TIMELINE (2025-2030)

BISD will adhere to the following phased-in compliance schedule:

School Year	Phase / Milestone	Key Activities
2025-2026	Plan Initiation	Continue our GYO program; Audit all uncertified staff; Identify staff for \$1,000 state incentives; Submit HB 2 Delay Application to TEA.
2026-2027	Phase 1 Restriction	<ul style="list-style-type: none">• Hiring Priority: Certified applicants are prioritized. Uncertified hires are permitted only if no certified candidate is available after a 10-day posting.• Strict Pre-Employment Verification: No uncertified applicant will be processed for hire in a foundation subject without verified proof of active enrollment in a TEA-approved EPP.• Content Exam Deadline: All uncertified hires must attempt their first content exam by the end of their first semester (December 2026).
2027-2028	Phase 2 Restriction	<ul style="list-style-type: none">• Flexible Hiring: Maintain the 2026 standard of requiring EPP enrollment at hire, with no new pre-hire exam barriers.• Priority Assignment: Whenever possible, fully certified teachers are placed in tested grade levels, while uncertified hires are supported in non-tested foundation roles.• District-Led Test Prep: Instead of a deadline, the district provides and pays for an online test prep course and ensures employees follow the prescribed test prep plan.



Brownsboro Independent School District

School Year	Phase / Milestone	Key Activities
2028-2029	Phase 3 Transition	<ul style="list-style-type: none">• Certification Audit & Contract Review: HR conducts a final audit. Teachers lacking standard certification are provided a Notice of Potential Non-Renewal for the 2029-2030 school year.• Legal Notification: Inform staff that per TEC § 21.0031, a contract is void if the employee fails to obtain certification. This ensures no uncertified staff remain in foundation roles past the deadline.• Alternative Placement: Eligible uncertified staff may be moved to non-foundation roles (CTE, Electives) if vacancies exist, but employment in core subjects will cease without a certificate.
2029-2030	Full Compliance	100% of teachers in foundation courses are standard-certified.

7. FINANCIAL INCENTIVES & MANAGEMENT

- **Phase out Incentive:** BISD will facilitate the \$1,000 per uncertified teacher incentive provided by the state for those who reach certification milestones by the statutory deadlines.
- **Oversight:** Brad Robertson, Director of Students & Staff Services, is responsible for overseeing the implementation of this plan and reporting annual progress to the Board of Trustees.

8. BOARD APPROVAL & PUBLIC ACCESS

- **Date of Board Approval:** January 12, 2026
- **Evidence of Approval:** [[BISD Board Meeting Agenda/Minutes](#)]
- **Public Posting:** This plan is available to the public via the Brownsboro ISD website: [[BISD Website](#)]

Certification of Accuracy:

I hereby certify that the information contained in this application is true and correct to the best of my knowledge.



Brownsboro Independent School District

Superintendent Signature: Keri Hampton Date: 1/12/2026

Board President Signature: Michelle Date: 1/12/2026