Sec. 1. MINIMUM QUALIFICATIONS FOR PRINCIPALS AND TEACHERS

A person employed by Academy of Accelerated Learning, Inc. as a Principal or teacher must hold at least a baccalaureate degree. *Tex. Educ. Code § 12.129*; *19 Tex. Admin. Code § 100.1212(a)*.

A person may be employed as a teacher for a noncore vocational course without holding a baccalaureate degree if Academy of Accelerated Learning, Inc. serves youth referred to or placed in a residential trade center by a local or state agency if the person has:

1. demonstrated subject matter expertise related to the subject taught, such as professional work experience; formal training and education; holding a relevant active professional industry license, certification, or registration; or any combination of work experience, training and education, and industry license, certification, or registration; and
2. received at least 20 hours of classroom management training, as determined by the governing body of the open-enrollment charter school. Documentation of the training is to be maintained locally and provided to the Texas Education Agency ("TEA") within 10 business days upon request.

19 Tex. Admin. Code § 100.1212(b).

Special education teachers, prekindergarten teachers, bilingual teachers, and teachers of English as a second language must be certified in the fields in which they are assigned to teach as required by state and/or federal law. *19 Tex. Admin. Code § 100.1212(c)*.

All persons employed as paraprofessionals must be certified as required to meet state and/or federal law. *19 Tex. Admin. Code § 100.1212(d)*.

Academy of Accelerated Learning, Inc. shall obtain from the Department of Public Safety (DPS), prior to the hiring of personnel and at least every third year thereafter, all criminal history record information maintained by DPS that the charter school is authorized to obtain. *19 Tex. Admin. Code § 100.1212(e)*.

Sec. 2. PRE-EMPLOYMENT AFFIDAVIT

A person applying for employment with or who will act as a service provider for Academy of Accelerated Learning, Inc. must submit, using a form adopted by the Texas Education Agency, consent for release of the person's employment records and a pre-employment or pre-service affidavit disclosing whether the person has ever been:

© 2025 Schulman, Lopez, Hoffer & Adelstein, LLP
All rights reserved.

a. Investigated by a law enforcement or child protective services agency for, or charged with, adjudicated for, or convicted of, an offense involving conduct described by *Tex. Educ. Code § 22A.051(a)(2)(A), (B), (C), or (D)*;
b. Investigated by a licensing authority or had a license, certificate, or permit denied, suspended, revoked, or subject to another sanction in this state or another state for conduct described by *Tex. Educ. Code § 22A.051(a)(2)(A), (B), (C), or (D)*;
c. Included in the registry of persons not eligible for employment in or provision of services to educational entities;
d. Employed or is currently employed by or has acted or is currently acting as a service provider for a public or private school; or
e. Terminated or discharged or has resigned, in lieu of being terminated or discharged, from a public or private school.

A person who answers affirmatively concerning an action listed above must disclose in the affidavit all relevant facts known to the person pertaining to the matter, including, if applicable to the action, whether the allegation was determined to be true or false.

A person or service provider is not precluded from being employed by or providing services to Academy of Accelerated Learning, Inc. based on a disclosed allegation if Academy of Accelerated Learning, Inc. determines based on the information disclosed in the affidavit that the allegation was false.

A determination that an employee or person providing services failed to disclose information required to be disclosed under this section is grounds for termination of employment or service. Academy of Accelerated Learning, Inc. shall discharge or refuse to hire or allow to act as a service provider for Academy of Accelerated Learning, Inc. a person determined to have failed to disclose information required to be disclosed under this section.

Tex. Educ. Code § 22A.005.

Sec. 3. TEA REGISTRY OF PERSONS NOT ELIGIBLE FOR EMPLOYMENT IN OR PROVISION OF SERVICES TO EDUCATIONAL ENTITIES

Academy of Accelerated Learning, Inc. shall discharge or refuse to hire, or terminate or refuse to accept services from, a person listed on the registry of persons who are not eligible for employment in or provision of services to educational entities, as such registry is maintained and published by the TEA.

Each school year, the Superintendent shall certify to the Commissioner of Education that Academy of Accelerated Learning, Inc. has complied with these requirements.

© 2025 Schulman, Lopez, Hoffer & Adelstein, LLP
All rights reserved.
SLHA Schulman, Lopez, Hoffer & Adelstein, LLP

Tex. Educ. Code § 22A.151; *19 Tex. Admin. Code § 100.1212(f)*.

Sec. 4. NOTICE TO PARENTS – QUALIFICATIONS

a) ***Notice Requirements – State Law***

The Superintendent or designee shall provide to the parent or guardian of each student enrolled in Academy of Accelerated Learning, Inc. written notice of the qualifications of each teacher employed by Academy of Accelerated Learning, Inc.. *Tex. Educ. Code § 12.130.*

b) ***Notice Requirements – Federal Law***

As a condition of receiving federal assistance under Title I, Part A of the Elementary and Secondary Education Act ("ESEA"), Academy of Accelerated Learning, Inc. shall, at the beginning of each school year, notify the parents of each student attending any school receiving Title I, Part A funds that parents may request, and Academy of Accelerated Learning, Inc. will provide the parent on request (and in a timely manner), information regarding the professional qualifications of the student's classroom teachers, including at a minimum, the following:

1. Whether a child's teacher(s):
    a. have met state qualification and licensing criteria for their grade levels and subject areas;
    b. is teaching under emergency or other provisional status through which state qualification or licensing criteria have been waived; and
    c. is teaching in the field of discipline of the certification of the teacher.
2. Whether a child receives services from paraprofessionals and, if so, their qualifications.

20 U.S.C. § 6312(e)(1)(A).

Additionally, Academy of Accelerated Learning, Inc. will, upon parent request, provide to each parent of a child who attends any school receiving Title I, Part A funds with:

1. Information on the level of achievement and academic growth of the student, if applicable and available, on each required state academic assessment; and
2. Timely notice that the student has been assigned, or has been taught for four or more consecutive weeks by, a teacher who does not meet applicable state certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.

20 U.S.C. § 6312(e)(1)(B).

© 2025 Schulman, Lopez, Hoffer & Adelstein, LLP
All rights reserved.
SLHA Schulman, Lopez, Hoffer & Adelstein, LLP

Sec. 5. ACCESS TO EMPLOYEE RECORDS

Custodians of personnel records shall adhere to the requirements of the Texas Public Information Act ("TPIA").

Information in a personnel file is excepted from the requirements of the TPIA if the disclosure would constitute a clearly unwarranted invasion of personal privacy.
An Academy of Accelerated Learning, Inc. employee shall choose whether to allow public access to information in Academy of Accelerated Learning, Inc.'s custody that relates to the employee's home address, home telephone number, emergency contact information, Social Security number, or that reveals whether the person has family members. *Tex. Gov't Code § 552.024*. The Superintendent shall develop procedures for employees to opt-out of having the above information released.

All information in the personnel file of an Academy of Accelerated Learning, Inc. employee shall be made available to that employee or the employee's designated representative as public information is made available under the TPIA. An employee or an employee's authorized representative has a special right of access, beyond the right of the general public, to information held by Academy of Accelerated Learning, Inc. that relates to the employee and that is protected from public disclosure by laws intended to protect the accessing employee's privacy interests. Academy of Accelerated Learning, Inc. may assert as grounds for denial of access other provisions of the TPIA or other laws that are not intended to protect the accessing employee's privacy interests. *Tex. Gov't Code § 552.102(a)*.

© 2025 Schulman, Lopez, Hoffer & Adelstein, LLP
All rights reserved.
SLHA Schulman, Lopez, Hoffer & Adelstein, LLP