



Application for Delay of Teacher Certification Requirements

Pearsall Independent School District

Superintendent: Dr. Jodi Spoor

Current Uncertified Teachers

Below are the uncertified teacher assignments for the 2025–2026 school year (K–12).

Grade Level	Subject
Pre-Kindergarten	Self-Contained (All Subjects)
Pre-Kindergarten	Self-Contained (All Subjects)
Kindergarten	Self-Contained (All Subjects)
1 st Grade	Self-Contained (All Subjects)
1 st Grade	Self-Contained (All Subjects)
1 st Grade	Self-Contained (All Subjects)
2 nd Grade	Self-Contained (All Subjects)
2 nd Grade	Self-Contained (All Subjects)
Pre-K-2 nd Grade	Art
Pre-K-2 nd Grade	Technology
3 rd Grade	Reading
4 th Grade	Science/Social Studies
5 th Grade	Math
5 th Grade	Science
5 th Grade	Math
6 th Grade	ELAR
7 th Grade	ELAR
6 th -8 th Grade	Physical Education
6 th -8 th Grade	Technology Applications
7 th Grade	Texas History
7 th Grade	Math
7 th Grade	Math
6 th -8 th Grade	Principles of Technology
8 th Grade	ELAR
8 th Grade	Math

9 th -12 th Grade Teacher	English II
9 th -12 th Grade Teacher	Chemistry
9 th -12 th Grade Teacher	World Geography
9 th -12 th Grade Teacher	Art
9 th -12 th Grade Teacher	Geometry
9 th -12 th Grade Teacher	Algebra I
9 th -12 th Grade Teacher	Algebra I
9 th -12 th Grade Teacher	SPED Inclusion
9 th -12 th Grade Teacher	Government/Economics
9 th -12 th Grade Teacher	World History
9 th -12 th Grade Teacher	Business

Uncertified teachers: 36

Hiring Trends (New Uncertified Hires)

Average number of new uncertified teachers hired in each of the last three years.

School Year	Total New Uncertified Hires
2023-2024	13
2024-2025	15
2025-2026	7
3-Year Average	11.67

On average, Pearsall ISD has hired approximately 12 new uncertified teachers per year over the past three years, with the majority serving in foundation curriculum areas. While this number remains relatively low, the district is committed to further reducing uncertified hires by strengthening recruitment strategies, expanding certification pathways, and implementing comprehensive support systems to ensure teacher success and retention.

To support this goal, Pearsall ISD has implemented a multi-faceted approach that includes:

- Targeted Recruitment Efforts – Strengthening partnerships with universities, attending regional job fairs, and developing grow-your-own initiatives to build a pipeline of certified educators.
- Early Contract Offers and Incentives – Offering early contracts, competitive stipends in high-need areas, and mentoring support to attract fully certified candidates.
- Grow-Your-Own Programs – Encouraging paraprofessionals and substitute teachers to pursue certification through flexible pathways while remaining employed with the district.
- Structured Mentorship and Coaching – Pairing uncertified teachers with experienced mentors and instructional coaches to provide ongoing guidance, classroom support, and instructional feedback.
- Certification Support and Exam Preparation – Providing access to study materials in partnership with 240 Prep, and exam fee reimbursements (when applicable).
- Professional Development Alignment – Offering differentiated professional development tailored to new and alternatively certified teachers to accelerate instructional effectiveness.
- Monitoring and Accountability Systems – Collaborating with campus leadership to track certification progress, coursework completion, and testing timelines to ensure teachers remain on track.

Educator Preparation Program (EPP) Partners

Pearsall ISD maintains formal partnerships with Education Service Center Region 20. Through these partnerships, uncertified teachers are supported with enrollment assistance, supervision, structured coursework, and certification exam preparation as they transition into full certification. These programs provide ongoing monitoring and field supervision to ensure compliance with state requirements and instructional readiness.

By continuing to strengthen recruitment pipelines, expand certification supports, and invest in professional growth opportunities, Pearsall ISD remains committed to increasing the number of fully certified educators serving its students while maintaining high instructional standards across all campuses.

Transition Plan

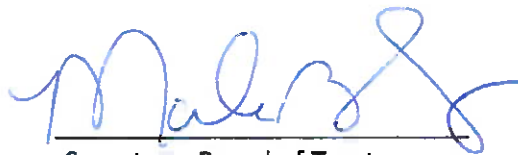
School Year	Foundation Uncertified (Target)	Key Actions
2025-2026	36 (baseline)	Require all uncertified hires to be enrolled in an ACP within 30 days. HR tracks monthly progress.
2026-2027	16	Quarterly HR progress checks. Curriculum Dept. collaborates with instructional coaches for onsite support.
2027-2028	13	Provide resources to support exam preparation sessions, testing fee reimbursement when test is passed, grow-your-own pipelines. Continued EPP supervision.
2028-2029	7	Finalize certification for remaining uncertified. Provide mentoring and release time as needed.
2029-2030	0 (Full Compliance)	Full compliance with HB2 requirements. Sustain recruitment and retention systems.

Pearsall ISD will ensure year-to-year reductions in uncertified teachers assigned to foundation curriculum courses until full compliance is achieved by the 2029-2030 school year. The district's HR Department maintains constant communication with these teachers, monitoring enrollment, exam completion, and certification status. The Curriculum Department collaborates with instructional coaches to provide onsite support, while the New Teacher Mentor Program is available to all new hires as well as candidates in an alternative certification program to strengthen classroom readiness. In combination with partnerships through 240 certification preps, this approach ensures accountability and structured support to meet certification requirements.

SIGNED this 25th day of February, 2026.



President, Board of Trustees



Secretary, Board of Trustees

Agenda of Regular Meeting

The Board of Trustees Pearsall ISD

A Regular Meeting of the Board of Trustees of Pearsall ISD will be held Wednesday, February 25, 2026, beginning at 6:30 PM in the Board Room, 318 Berry Ranch Rd, Pearsall, Texas 78061.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

I. **CALL TO ORDER, ROLL CALL, AND DECLARATION OF QUORUM**

II. **INVOCATION**

III. **PLEDGE OF ALLEGIANCE**

IV. **PUBLIC COMMENT**

V. **RECOGNITIONS**

Dr. Jodi Spoor

Monthly Recognitions

- Campus Student and Staff of the Month
- District Staff of the Month
- Counselor Appreciation Month
- School Business Appreciation Day
- CTE Appreciation Month
- School Crossing Guard Appreciation Day
- 6 Week Attendance Award Winner

A. **STUDENT RECOGNITION**

B. **EMPLOYEE RECOGNITION**

C. **COMMUNITY RECOGNITION**

VI. **INFORMATIONAL ITEMS:**

A. Board President's Report

Matthew Aguilar

Presentation on TASB Leadership Conference

B. Superintendent's Report

Dr. Jodi Spoor

Regular Monthly update on district activities

C. Athletic Director's Report

Joey Cantu

Update on district athletic activities

D. Pearsall ISD School Improvement Mid Year Data Report

Adam Martinez

Pearsall ISD has been engaging in school improvement work throughout the 2025-2026 school year. This presentation will cover student outcome data from the current school year and will provide an assessment of our current practices. The report will also cover the next steps that the district will be working on.

E. Financial Information

This will ensure effective governance, oversight, inform budgeting and decision-making, strategic planning, and risk management.

VII. CONSENT AGENDA

A. Donations

Lisa Fernandez

As per board policy CDC (Local), the Board delegates to the Superintendent the authority to accept unsolicited gifts on behalf of the District. However, any gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval.

B. Book Lists

Adam Martinez

In alignment with Board Policy EFB (Local), the administration is bringing forward the attached book list for Board review and approval. The book lists have been posted and available for review for the required minimum of 30 days. Approval will allow Pearsall ISD to move forward with potentially purchasing and placing these books in our campus libraries and/or classrooms.

C. Approve and/or Correct Minutes from Previous Board Meeting(s):

D. Appointment of Early Voting and Election Day Judges

Dr. Jodi Spoor

Although Frio County administers our elections, the County is not responsible for hiring election judges or poll workers. That responsibility remains with us. Accordingly, each we actively recruit qualified community members to serve during the school board elections. The individuals we are recommending have prior experience and have expressed their willingness to serve.

VIII. ACTION ITEMS

A. Application for Delay of Teacher Certification

Michelle Deleon

Under House Bill 2, districts are not limited in their ability to waive certification requirements for teachers assigned to foundation curriculum courses. The law allows districts to apply to the Texas Education Agency for a one-time delay in full implementation until the 2029-2030 school year.

The purpose of requesting a delay is to provide the district adequate time to transition uncertified teachers into full certification through approved Educator Preparation Program (EPP) partnerships, while maintaining staffing stability and instructional continuity for students. The delay requires a board-approved

plan outlining measurable steps and timelines to reduce uncertified assignments and achieve compliance by 2029-2030.

B. Consider and take possible action on Senate Bill 11 requirements

Dr. Jodi Spoor

Texas Education Code section 25.0823 was added by Senate Bill 11 (SB 11) in the 89th Regular Session of the Texas Legislature in 2025. The statute allows a school board to adopt, by record vote on a prescribed resolution, a policy requiring every campus of the district or school to provide students and employees with an opportunity to participate in a period of prayer and reading of the Bible or other religious text ("Daily Prayer Period") on each school day in accordance with the law. A school board does not have to adopt a Daily Prayer Period, but a board does have to vote by March 1, 2026, on whether to adopt a resolution on the matter. Current FNA (LEGAL) outlines that with or without a Local Board Policy, students and employees are not prohibited from participating in prayer or reading of the Bible or other religious texts during the school day.

C. Consider and take possible action on Instructional Materials

Adam Martinez

Pearsall ISD was awarded two grants under the Learning Acceleration Support Opportunities (LASO) Cycle 4: Leadership & Instructional Foundations in Texas (LIFT) for \$452,000 and the LIFT Add-On: School Improvement PLC Supports \$120,000. These programs would be implemented at Ted Flores Elementary and Pearsall Intermediate in grades K-5 Reading.

LIFT is a three-year program designed to support Texas school systems in building the instructional and systems-level capacity needed to deliver high-quality learning experiences for all students. LIFT brings together the highest leverage components of Strong Foundations, Texas Instructional Leadership, and Texas Lesson Study, providing comprehensive support for districts to adopt HQIM (High Quality Instructional Materials) and implement Bluebonnet Learning over multiple years.

School systems are required to use a minimum of 70% of grant funds to contract with a single LIFT Approved Provider to support grant activities and may use up to 30% of grant funds for other allowable expenses (including salaries). HB 1605 provides additional funding for any instructional materials on the HQIM list. Districts that use Bluebonnet Learning will also receive a second stream of additional funding to help defray printing and implementation costs.

[LASO Cycle 4 FAQs](#); [Bluebonnet Learning FAQs](#)

D. 2026-2027 Academic Calendar

Adam Martinez

The proposed 2026-2027 Academic Calendar was developed to ensure compliance with state instructional minute requirements while supporting

student learning, staff professional development, and overall district operations. In building the calendar, administration considered assessment windows, staff contract days, and appropriate student and staff breaks. The calendar sub committee got input from all the PISD campuses and staff and selected a recommendation for the DEIC to consider. The DEIC approved the recommendation of the calendar committee and is proposing the 2026-2027 academic calendar option #1 for the school board approval.

E. Date to Canvass Election Results

Dr. Jodi Spoor

We need to select a date to canvass the school board election results. The earliest date to conduct the canvass is May 5, 2026 (provided no provisional ballots are cast), and the latest permissible date is May 13, 2026.

Our regularly scheduled Board meeting is set for May 20, 2026.

Please note that May 14, 2026, is the statutory deadline for the governing authority of a political subdivision to complete the official canvass of returns.

IX. CLOSED SESSION

The Pearsall ISD Board of Trustees will convene in closed meeting as authorized by Section 551.001 et seq. of the Texas Government Code (Open Meetings Act), under the following Provision(s): 551.074

A.

Pursuant to Texas Government Code §551.074, discuss and consider the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee

1. Human Resources Report
2. Superintendent Formative Review

X. RECONVENE/ACTION AFTER CLOSED SESSION

- A. The Board may take appropriate action regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee

XI. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on Thursday, February 19, 2026 at 6:00 pm.



Dr. Jodi Spoor

