

Vega ISD

Delay of Teacher Certification Requirements

(TAA 10/16/2025; RE: HB 2 Implementation: New Teacher Certification Requirements)

Vega 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, 20%
2. For the 2027-2028 school year, 10%.
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, 23% of our teachers in the foundation curriculum (excluding special education, fine arts, and CTE) were not certified for their content area. According to the TEA 2024-2025 dataset for all teachers, 15% of our teachers were not certified for their content area.

- Four of the seven uncertified teachers are currently enrolled and working through an EPP.
- Two of the seven uncertified teachers already have certification but not in the content area they are teaching for the foundation curriculum; they are working on taking the additional certification tests and are not required to enroll in an EPP in order to take the test.
- One of the seven uncertified teachers is working on certification.

Knowing where our uncertified teachers are in the certification process, these percentages are attainable:

- 1st Grade Self Contained - enrolled in EPP (PACE aka West Texas A&M University)
- 5th-6th Grade JH Math - has EC-4 certification and working on adding additional certification
- 7th-8th Grade JH Social Studies - enrolled in EPP (iTeach)
- HS ELA - enrolled in EPP (ECAP)
- HS Social Studies - enrolled in EPP (Teachers of Tomorrow aka A+ Texas Teachers)
- HS Social Studies - DOI and working on certification
- HS Social Studies - has EC-12 PE/Health certification and working on adding additional certification

While HB2 implementation of new teacher certification requirements refers to foundation curriculum and special education teachers cannot be exempt from certification through DOI, the district continues to monitor and support special education non-certified staff.

Teachers in Non-foundation Curriculum Not Supported with DOI:

- HS Special Education - enrolled in EPP (iTeach)

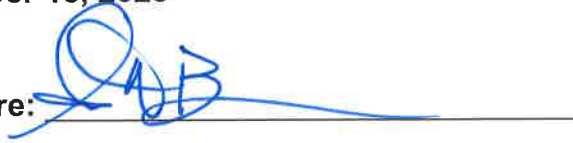
The district will provide comprehensive support to uncertified teachers by requiring EPP enrollment within 30 days of employment for newly employed staff, assigning certified mentors, and providing release time for coursework and testing. Successful progression with the EPP program will be part of the requirements for annual contract renewal for uncertified teachers.

The district will monitor progress through a certification dashboard updated quarterly and will collaborate closely with the district's EPP partners to provide coaching, advising, and targeted support. Teachers will receive individualized certification plans with clear milestones and required deadlines to ensure all uncertified teachers meet certification requirements prior to the 2029–2030 school year.

Vega ISD partners with iTeach, Teachers of Tomorrow aka A+ Texas Teachers, PACE aka West Texas A&M University, and Educational Career Alternative (AECAP) for EPPs with current staff.

Board Approved December 18, 2025

Board President Signature:



Date: 12-18-25

Superintendent Signature:



Date: 12-18-25