

Delay of Teacher Certification Requirements Bovina ISD Plan

Bovina 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, 15%
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, 15.91% (7 out of 44) of our teachers in the foundation curriculum K-12 were not certified**. Knowing where our uncertified teachers are in the certification process, these percentages are attainable.

We will meet with two groups of uncertified teachers regarding this change in law to emphasize the urgency of this change. The following assumes our plan is either not approved by the BISSD School Board or TEA. We do not want to have to let any teachers go as a result of this law, but it is a possibility pending approval of the plan mentioned above. It is only fair that teachers are aware of this and work urgently toward completing their certification requirements this school year.

- The K–5th grade Reading and Math group (highlighted in red on the attached TEA Dashboard spreadsheet) is the most urgent; the district **cannot hire uncertified teachers for these specific roles starting with the 2026–2027 school year**.

While current teachers in these positions will begin actively working toward their certification immediately, they must be fully certified by the **2029–2030** deadline. If a teacher is unable to obtain certification by that time, they would be eligible to apply for open positions in CTE, Fine Arts, or PE, if available. However, if no such positions are open at the time of contract renewal, the teacher may not receive a contract.

- The second group (highlighted in green on the attached TEA Dashboard spreadsheet) includes K–5th Science and Social Studies teachers, as well as all secondary teachers in foundational curriculum courses (Reading, Math, Science, and Social Studies).

While the district **cannot hire uncertified teachers for these roles for the 2027–2028 school year**, current teachers in these positions have until the end of **2029–2030** to fully complete their certification. These educators will begin actively working toward certification now to meet that final deadline.

Teachers in this group remain eligible to apply for open positions in CTE, Fine Arts, or PE. However, if a teacher is uncertified and no alternative positions are available at the time of contract renewal, they may not receive a contract offer.

The district will provide comprehensive support to uncertified teachers by requiring EPP enrollment within 90 days of employment, offering district-funded certification exam preparation, assigning certified mentors, and providing release time for coursework and testing. The district will monitor progress through a certification dashboard updated quarterly and will collaborate closely with the district's EPP partner 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.

Bovina ISD will partner with West Texas A&M.

Board Approved February 9, 2026

Board President Signature:



Date:

2-9-26

Superintendent Signature:



Date:

2-9-26

