

Olton ISD Plan to Delay HB2 Teacher Certification Requirements

TEA Guidance

Academic Year	DOI Restrictions
2025-2026	District maintains the currently approved DOI plan, which may include exemptions from TEC 21.003
2026-2027	District can no longer include K-5 reading and mathematics teachers in DOI plan exemptions from TEC 21.003
2027-2028	District can no longer include all foundational subject teachers (i.e., reading/English language arts, math, science, and social studies) in any grade level in DOI plan exemptions from TEC 21.003

Issue/Concern for Olton ISD:

Olton ISD has relied upon teachers who are working through their alternative certification process to fill vacant teaching positions each year. This portion of HB 2 will create teacher shortages in the short term due to an increased demand of certified teachers and a lack of certified teachers willing to work in rural areas like Olton at wages that are lower than what can be found elsewhere.

If TEA's plan noted in the table above is followed, there will be a teacher shortage over the next several years. We can delay this process, which requires Board and TEA approval. I recommend we approve a local plan to delay (transition toward) meeting the HB 2 teacher certification requirements until the start of the 2029-30 school year, as allowed by law.

The Plan

Olton ISD may employ a classroom teacher for a course in the foundation curriculum under Section 28.002, not more than 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:

According to TEA's "Uncertified Teachers by District/School System Report," Olton ISD reported 13 of 56 teachers for the 2024-25 school year who were not certified for a 23% uncertified rate. In the current 2025-2026 school year, we dropped that number down to 12 of 56 or 21%. Our interval goals to reach the 0% uncertified rate by the 2029-2030 school year are as follow:

1. For the 2026-2027 school year, 15 percent or approximately 9 uncertified teachers
2. For the 2027-2028 school year, 10 percent or approximately 6 uncertified teachers
3. For the 2028-2029 school year, 5 percent; and approximately 3 uncertified teachers
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.

Knowing where our uncertified teachers are in the certification process, these percentages are reasonable and attainable. Of course, we never know which teachers will move on to other employment at the end of the year, and we are having to make a concerted effort to ensure that we replace each open teaching position with someone who is certified in the core subject matter they teach in order to help reach our goals.

We have met with our uncertified teachers regarding this change in law to emphasize the urgency of the need to complete certification requirements, as well as reiterate that teaching contracts may not be offered for the 2026-27 school year if certification is not obtained by the time contracts are offered. We want teachers to be aware of this and work urgently toward completing their certification requirements before the start of the 2026-27 school year. Campus principals and uncertified employees were notified in November 2025 regarding the urgency and plans to ensure the District's compliance regarding HB2 as well as the District's desire to apply for the allowed delay.

The District plans to allow assistance and will partner with any organization from any TEA approved program (EPP partner), but recognizes that many of our current teachers who are in an alternative licensure program are currently working with West Texas A&M university's PACE program or the Teachers of Tomorrow program.

- The Math teacher placement of current uncertified teachers is the most urgent to address; they have until March 2027 to obtain certification, or they will be eligible to apply for an open secondary position outside of that subject area, if available. If there are no open positions posted at the time of teacher contract renewal, individuals in this group would not be receiving a contract.

- The remaining uncertified teachers have until March 2029 to get certified, and it includes PreK-5th-grade science and social studies teachers in addition to all secondary teachers who teach reading, math, science, or social studies. Individuals in this group would be eligible to apply for any open position in CTE, Fine Arts, or PE if they do not hold certification in these required areas. If there are no open positions posted at the time of teacher contract renewal, this group would not be receiving a contract.