



February 24, 2026

SUBJECT: Application/Plan for Delay in Implementing House Bill 2 (HB2)

PRESENTER: Ben Muir, Assistant Superintendent for Human Resources

Background:

Northside ISD is designated as a District of Innovation pursuant to Texas Education Code (TEC) §§12A.001–12A.009. Under this authority, the District may claim teacher certification exemptions from certain provisions of the Texas Education Code, except where explicitly prohibited by statute.

Texas HB 2 amended certification requirements for classroom teachers, particularly restricting the assignment of uncertified teachers in core content subject areas (English/Reading, Mathematics, Science, Social Studies).

This plan does not seek to exempt the District from HB 2, but rather to align DOI flexibility with a structured transition toward full compliance, consistent with:

- Legislative intent of certification
- TEA implementation guidance
- Workforce realities in hard-to-fill core content instructional areas

ADMINISTRATIVE CONSIDERATIONS:

Metric	Impact on Northside ISD
<p>Affected Workforce</p>	<ul style="list-style-type: none"> ● Thirty four (34) uncertified teachers are currently assigned as Teachers of Record in Foundation Curriculum courses: 2 Elementary, 14 Middle School and 18 High School <ul style="list-style-type: none"> ○ 1st & 2nd grade for Elementary ○ 3 Math, 4 Science, 6 ELAR, 1 Social Studies for Middle School ○ 6 Math, 7 Science, 2 ELAR, 3 Social Studies for High School ● All 34 uncertified teachers are currently enrolled in alternative certification programs and being monitored

	by Human Resources and supported by Teaching and Learning.
Annual Hiring Vulnerability	<ul style="list-style-type: none"> Northside ISD has hired 473 teachers in 2025-2026 and hiring highly qualified, certified candidates remains a priority. However, 7.2% or 34 of the new hires were uncertified core content teachers.
Risk of Inaction	<ul style="list-style-type: none"> Northside ISD has exercised DOI exemption sparingly in hard to fill core content positions. The risk of non-compliance remains low and we will work diligently to meet full compliance by 2029-2030.

Northside ISD DOI-Aligned Phase-In Strategy

The District will implement a controlled, time-limited transition that honors existing DOI-based employment exemptions, avoids disruption to student learning, and demonstrates good-faith progress toward HB 2 certification compliance.

Northside ISD will follow a two-phase plan to eliminate reliance on uncertified teachers and ensure instructional stability.

Phase 1: Current Workforce

The immediate priority is ensuring all currently uncertified core content teachers are actively pursuing certification.

Mandatory Certification Timeline (Non-Negotiable):

- Year 1: Enroll in an approved Educator Preparation Program (EPP) and complete required exams.
- Year 2: Prior to the start of the school year, obtain an Intern Certificate aligned to the job title and provide the District with a Statement of Eligibility (SOE).
- Year 3: Achieve Standard Certification aligned to the job title.

Northside ISD will partner with an approved Educator Preparation Program (EPP), iTeach, to require documented enrollment and verified progress in an approved certification pathway. This partnership establishes a clear, high-quality route to standard certification. The EPP will provide Northside ISD with individualized certification completion timelines for each participating employee.

Human Resources will partner with campus administrators to ensure successful execution and ongoing support for all staff pursuing certification:

1. **Documented Check-Ins:** Campus administrators (or designees) will conduct mandatory, documented meetings with uncertified staff to review EPP progress, address barriers, and confirm timely completion of coursework and TExES exams

2. **Three-Tier Communication Protocol:**

- Teacher: Routine reminders and progress updates from the EPP and Human Resources
- Principal: Direct notification of staff non-compliance or missed internal deadlines
- Human Resources: Summary reports on districtwide compliance trends and campus-level concerns

This timeline ensures the transition of current core subject teachers meet the Fall 2029 full annual reduction goal compliance goal.

Phase 2: Future Uncertified Hiring

Beginning immediately, any hiring of uncertified teachers in Foundation Curriculum areas will require approval from the Human Resources Department. While DOI flexibility may continue to be exercised during the transition, Northside ISD will cap and systematically reduce uncertified core content hires. DOI hiring practices will be fully eliminated for Foundation Curriculum courses by the 2029–2030 school year.

School Year	Uncertified New Hires	Rationale
For the 2025 - 2026 School year	7.2% New Hires or 34 teachers (Current)	Baseline rate based on recent hiring trends
For the 2026 - 2027 School year	6% of New Hires or 28	Immediate Shift: Begins intentional phase-out of reliance on uncertified candidates for core subjects
For the 2027 - 2028 School year	4% of New Hires or 19	Continued reduction, prioritizing candidates on a certification track
For the 2028 - 2029 School year	2% of New Hires or 9	Final Year of Transition
For the 2029 - 2030 School year	0% of New Hires	Compliance Achieved: Only certified candidates will be hired for Foundation Curriculum courses.

Note: The ability to hire uncertified teachers for non-foundation areas (e.g., CTE, Fine Arts) under DOI will remain unchanged.

Transition Plan Justification and Benefits:

The four-year transition period allows Northside ISD to responsibly implement a compliance roadmap while leveraging available state-funded incentives:

- **Workforce Stabilization and Retention Funding:** The approved delay ensures the current workforce remains eligible for the state-funded Teacher Retention Allotment (TRA) base salary increases for retaining staff during the transition.
- **Certification Pathway:** The dedicated EPP partnerships and the plan's alignment with TEA timelines leverage state incentives payment for eligible teachers who achieve certification. This payment, combined with local support, directly accelerates our compliance goals and minimizes the financial burden on our educators.

ATTACHMENTS:

Attachment 1: [HB 2 Implementation: New Certification Requirements and Incentives for Uncertified Teachers](#)

Attachment 2: [HB 2 Implementation: New Teacher Certification Requirements Update](#)