



CLARENDON
BRONCOS

CLARENDON CISD

416 S Allen Street
Clarendon, TX 79226
Phone: 806-310-7220
Fax: 806-874-2579

Delay of Teacher Certification Requirements CCISD Plan

Clarendon CISD Certification Compliance Plan

Clarendon CISD may employ a classroom teacher for a course in the foundation curriculum under Texas Education Code §28.002, subject to the following limits on the numbers of classroom teachers who do not hold an appropriate certificate or permit including probationary, intern, or emergency permits where applicable issued by the State Board for Educator Certification (SBEC) under Subchapter B:

1. **2026–2027 school year:** up to 9
2. **2027–2028 school year:** up to 7
3. **2028–2029 school year:** up to 3
4. **2029–2030 school year:** All teachers in the foundation curriculum must hold an appropriate SBEC certificate or permit.

For reference, during the 2025–2026 school year, approximately 9 of Clarendon CISD foundation curriculum teachers were not certified. Based on current progress and the certification pathways in which these teachers are engaged, the above targets are attainable.

Support for Uncertified Teachers

Clarendon CISD will provide comprehensive support to uncertified teachers to ensure timely certification, including the following requirements and supports:

- Mandatory enrollment in an approved Educator Preparation Program (EPP) within 60 days of employment
- Assignment of a certified mentor
- Progress meetings no less than once every two months with campus or district administrators
- TIA eligibility will require teachers to be certified
- The 2025–2026 salary step increase will be frozen until the teacher obtains appropriate certification. Once certification is completed, any previously frozen step(s) will be reinstated. A probationary or temporary certificate that remains valid through the 2026–2027 school year will satisfy this requirement and prevent a salary freeze for 2026–2027. If the certificate expires and is not renewed or upgraded, the salary step will be frozen at that time.

Each uncertified teacher, in coordination with administration, will develop an individualized certification plan outlining required milestones and deadlines to ensure certification is completed no later than the start of the 2029–2030 school year.



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Clarendon CISD will partner with **West Texas A&M University PACE Educator Preparation Program** as its EPP provider.

Communication and Employment Implications

The district has met with uncertified teachers regarding this change in law and will continue ongoing communication to emphasize the urgency of meeting certification requirements. While Clarendon CISD does not intend to release teachers as a result of this law, continued employment may be impacted if the district’s certification plan is not approved by the Clarendon CISD School Board and compliance with applicable Texas Education Agency (TEA) requirements.

To ensure transparency, teachers have been advised of the potential employment implications should the plan not be approved or certification timelines not be met.

Certification Urgency by Teaching Assignment

- **Group 1: Highest Priority**
 - K–5 Reading and Mathematics teachers
 - These teachers must be actively working toward certification.
 - If certification is not completed, teachers may apply for an available secondary position for which they are qualified.
 - If no such positions are available at the time of contract renewal, the district may be unable to offer a contract consistent with TEA guidance and staffing requirements.
- **Group 2: Secondary Priority**
 - K–5 Science and Social Studies teachers
 - All secondary teachers teaching Reading, Mathematics, Science, or Social Studies
 - This group of teachers must be actively working toward certification.
 - Teachers in this group may apply for available positions in CTE, Fine Arts, or Physical Education.
 - If no such positions are available at the time of contract renewal, the district may be unable to offer a contract consistent with TEA guidance and staffing requirements.

Board President Signature: Wagbar Date: 2/26/26

Superintendent Signature: Fanny Jeffen Date: 2/26/26