

North East ISD  
District of Innovation Plan  
Implementation Guidance for  
Teacher Certifications in the High Need Areas of  
Career and Technical Education and World Languages

**Limited Exemption to Texas Education Code (“TEC”) Sections 21.003 and 21.053 related to Teacher Certifications in the High Need Areas of (1) Career and Technical Education and (2) World Languages**

TEC Section 21.003 states: “A person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.”

TEC Section 21.053(a) states: “A person who desires to teach in a public school shall present the person's certificate for filing with the employing district before the person's contract with the board of trustees of the district is binding.”

TEC Section 21.053(b) states: “An educator who does not hold a valid certificate may not be paid for teaching or work done before the effective date of issuance of a valid certificate.”

**Rationale for NEISD**

NEISD seeks exemption from TEC Sections 21.003 and 21.053 in order to:

- Allow the District to be able to fulfill students’ course requests, graduation plan requirements, and endorsement completion;
- Ensure that Career and Technical Education course sequences offer student career opportunities and industry certifications;
- Prevent a cycle of substitutes teaching in Career and Technical Education and World Languages courses who do not have content expertise;
- Continue offering diverse courses in Career and Technical Education and World Languages at all NEISD high schools; and
- Fulfill World Languages admissions requirements for Institutions of Higher Learning.

**Implementation Guidance for NEISD**

The District will have flexibility in hiring non-certified teachers in the areas of Career and Technical Education and World Languages to provide diverse course offerings to secondary students.

This exemption will be implemented as follows:

- In filling vacancies, priority consideration will be given to certified teachers.

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- The selection of qualified, non-certified candidates will include input from the Human Resources Department, Career and Technical Education Department or World Languages Department, and campus administration.
- The establishment of a North East ISD certification track for all non-certified teachers will be established to include:
  - Employment criteria to ensure the non-certified teacher fulfills the certification and background check obligations; and
  - A timeline for completion of the certification process.