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A **K12** Coalition Company

House Bill 2: Overview, Implications, and Support

Agenda and Objectives

What we hope to accomplish and how we will spend our time together

Objectives

- Review key components of HB2 as it relates to "DOI" teacher certification requirements
- Highlight the implications of HB2 for school districts, HR departments, and "DOIs"
- Provide recommendations for HR Directors
- Highlight how iteach can help

Agenda

- 9:00 - 9:10: Webinar Session Open
- 9:10 - 9:20: Participant introductions
- 9:20 - 9:30: HB2 Overview and Historical Context
- 9:30 - 9:40: Implications for HR departments and leaders
- 9:40 - 9:50: How iteach can help and what differentiates us
- 9:50 - 10:00: Session Close

Presenters

Who you'll be hearing from
today



Diann Huber
Founder - iteach



Andrew Rozell
President - iteach



We support districts in certifying highly qualified teachers

More than 30,000 teachers certified through CAEP accredited program

One of the longest running TX ACPs with over 20 years of experience

Includes Passage Prep Support to help candidates with certification exam prep



Introductions

Who's participating in this webinar?

Come off Mute

- Name
- Position
- ISD/School
- What questions you are hoping to have answered

HB2 Overview and Context



What Key Changes Does This Legislation Introduce?

- Uncertified teaching will be phased out by 2030
- Districts will no longer be able to use blanket waivers to employ uncertified teachers except under some limited exceptions:
 - E.g. Temporary provisions allow some uncertified teachers to continue until 2027 (under local innovation plans) or until (2030) (with a district approved timeline for compliance)
- Districts of Innovation (DOIs) may not waive certification requirements (Sec. 21.0032) in their innovation plans anymore
- Districts must notify parents if their child is being taught by someone not appropriately certified - this obligation cannot be waived



What Incentives Does This Legislation Provide?

- Districts will receive a one-time \$1,000 bonus for each uncertified teacher (hired in 2022 - 2024) who becomes certified by the end of the 2026 - 2027 school year
- First-time certification exam fee can be waived for specific in-demand content areas e.g. bilingual or special education
- There is a pathway for para-professionals to become the teacher of record under specific conditions



Implications for HR Departments and Leaders



Longer Term and Strategic Talent Recruitment Planning:

- Increased need to source qualified candidates as blanket waivers or "DOI" exemptions will expire
- Teacher recruitment cycles may potentially need to extend across multiple years
- Highlights the need for deeper integration with instructional leadership and budget teams to align on staffing need, ongoing professional development, performance pay, and compliance.



Increased Certification Tracking and Compliance Monitoring

- Enhanced need for efficiency and scalable processes to monitor teacher certification progress, validate eligibility for incentives, and manage stipend disbursement.
- Tighter coordination with campus leaders to verify certification and process parent notification



How iteach Can Help



An affordable, high-quality program that fits your teachers' busy schedules:

- All in costs < \$5,000
- Teacher can start anytime (not cohort based) and create their own schedule and pacing
- Program completion in as little as 12 months
- Includes certification test prep, Khanmigo, and Master's degree credits



iteach Partnership that you can trust and provide peace of mind

- Customer focused and responsive iteach team
- Teacher certification trackers and dashboards
- Discounts up to \$1,250 per teacher with an iteach partnership, reducing monthly cost to as low as \$225
- Access to *TeacherFinder* to aid with recruitment pipelines
- Support sourcing and certifying internal candidates

Thank You

And let's get your DOI teachers certified before the deadline, together!

Contact Us

Diann Huber / Andrew Rozell
districts@iteach.net

Or visit the [iteach TX website](#)

