

# Board Minutes

## Board Workshop/Regular Meeting

Thursday, November 20, 2025 5:00 PM  
Plainview ISD Education Complex, 2411 Yonkers, PLAINVIEW, TX 79072

Amber Bass: Present  
Sylvia De L Garza: Present  
JoAnn Rey: Present  
Sofia Rivera: Present  
Danny Salazar: Present  
Veronica Salazar: Present  
Adam Soto: Absent  
Present: 6, Absent: 1.

### I. Call to Order-Workshop

### II. Board Workshop 5:00 PM

#### 1. Data Analysis- Sarah Williams

### III. Call to Order-Regular Board Meeting

#### 1. Announcement by the Presiding Officer of Board whether a quorum is present and that the meeting had been duly called, and that notice of the meeting had

been posted in the and manner required by law.

Danny Salazar led prayer.  
Veronica Salazar led pledge.

**IV. Invocation**  
**Pledge of Allegiance to the Flags of the United States of America and the State of Texas.**

Veronica Salazar led pledge.

**V. Citizen Comments**

6:40PM Back in Session  
Mario Landeros Public Comments. Grandparent concerned.

- 1. Audience with Individual or Committees Making a Report or request in Accordance to Board Policy BED (LOCAL)**  
**Recognition of Outstanding Achievement:**  
**Bulldog Award- Dr. Sanchez**  
**Band- Mr. Hernandez**

**Cross Country - Trini Perez**

**Volleyball- Coach Amanda Martin**  
**3-5A Varsity Volleyball All-District**  
**1st Team: Ailey Kerbo**  
**2nd Team: Jaimee Rodriguez, Candace Champion**  
**Honorable Mention: Jaiclyn Isaguirre, Marley Loredo, Macy Rollins**

**TCFA Feedyard Technician Machinery Operation, Repair and Maintenance Certification- Ben Stokes**  
**Demian Alonso-Gutierrez**  
**Kevin Antunez**  
**Malakai Aragon**  
**Victor Armas Perez**  
**Michael Raissez**  
**Agapito Castaneda**  
**Tate Leatherman**  
**Mattew Flores**

**Jose Garcia**  
**Sebastian Garcia**  
**Jacobi Gill**  
**Julian Hinojosa**  
**Eduardo Mendoza**  
**Heaven Moreno**  
**Hunter Murphree**  
**Cesar Ontiveros-Lopez**  
**Mike Padron**  
**Raymond Ramirez**  
**Damron Romero**  
**Kylar Romo**  
**Julio Sanchez**  
**Mason Soto**

**Report:**  
**RLA Benchmark Data Presentation- Principals**  
**Superintendent Report -Dr. Sanchez**

Bulldog Award Winners: Jessica Landeros, Plainview Intermediate. Cloe Deleon, ELC.

Mr. Hernandez recognition for band for area finalist and 85th division. 10th over all in finalist.

Recognized students, drum majors. Guard Captains.

Superintendent Report: Announcement of Plainview Tech "P Tech" in partnership with SPC. To be able to save SPC and offer to our students.

Attendance in all campuses has improved at least 1%-2%.

Ash students were recognized for Microsoft Certification.

## **VI. Business Item**

1. Consideration and approval of Annual Review of Investment Policies and Resolution approving investment Training Sources and Designation of Investment Officers.

Approval of Annual Review of Investment Policies and Resolution approving investment Training Sources and Designation of Investment Officers. This motion, made by Sofia Rivera and seconded by

**2. Approval of 2025-2026 Plainview Intermediate Targeted Improvement Plan (TIP).**

Danny Salazar Comments: "If you have a good action plan moving forward and support of the board to dig that and make the goal of a B." Showed support to principal at Intermediate.

Amber Bass Comments: Backed up Danny Salazar comment. Supporting at Intermediate.

Board Approval - 2025-2026 Intermediate Targeted Improvement Plan. This motion, made by Danny Salazar and seconded by Amber Bass, Passed.

Board Approval - 2025-2026 Intermediate Targeted Improvement Plan. This motion, made by Danny Salazar and seconded by Amber Bass, Passed.

**3. Consideration of the District's Transition Plan and Request to Delay Implementation of HB 2 Teacher Certification Requirements**

"I move that the Board of Trustees approve the Plainview ISD Transition Plan for Teacher Certification Requirements under House Bill 2 and authorize the superintendent to submit the district's request to the Texas Education Agency for a delay in implementation until the 2029-2030 school year.". This motion, made by Danny Salazar and seconded by Veronica Salazar, Passed.

"I move that the Board of Trustees approve the Plainview ISD Transition Plan for Teacher Certification Requirements under House Bill 2 and authorize the superintendent to submit the district's request to the Texas Education Agency for a delay in implementation until the 2029-2030 school year.". This motion, made by Danny Salazar and seconded by Veronica Salazar, Passed.

**4. 2025-2026 Plainview Early Learning Center Targeted Improvement Plan (TIP).**

Board Approval - 2025-2026 ELC Targeted Improvement Plan. This motion, made by Sofia Rivera and seconded by JoAnn Rey, Passed.

**5. Approval of the disposal of Elementary Eureka and Envision Math materials no longer needed for instruction, in accordance with TEC requirements.**

Approval of the disposal of Elementary Eureka and Envision Math materials no longer needed for instruction, in accordance with TEC requirements. This motion, made by Veronica Salazar and seconded by Amber Bass, Passed.

**6. Consideration to provide a one-time discretionary loyalty and retention incentive to permanently employed staff of Plainview ISD for the 2025-2026 school year.**

Approval to provide a one-time discretionary loyalty and retention incentive to permanently employed staff of Plainview ISD for the 2025-2026 school year. This motion, made by Danny Salazar and seconded by JoAnn Rey, Passed.

**VII. Business Items:- Consensus Agenda**

Approval Business Items:- Consensus Agenda. This motion, made by Sofia Rivera and seconded by Danny Salazar, Passed.

1. Minutes of the Board Meeting October 23, 2025.

**VIII. Other Items/ Informational Items/Discussion**

7:14PM Break.

Returned at 7:22PM.

Principals presented ELAR Benchmark.

1. Employment Report

2. Bills

3. Tax Collectors Activity Report/Hale County District Statement of Condition

4. Board Report

5. In accordance with the Texas Education Agency's intruder detection audit, Plainview ISD is issuing the following public notice regarding inspection findings at Plainview Junior High conducted on September 25, 2025.

IX. **Upcoming Meetings**

1. December 18, 2025; Board Room; 6:00 PM

- X. **CLOSED SESSION** - Trustees will meet in closed session as permitted by the **Texas Government Code Section 551.001 et.seq.**

A. Deliberation on the appointment, employment, compensation, evaluation, assignment, duties, discipline, or dismissal of employees pursuant to **Texas Government code 551.074.**

B. Deliberation and Consultation with attorney regarding potential or contemplated litigation or matters involving attorney client privilege pursuant to **Texas Government Code 551.071.**

Executive session at 8:09PM

XI. **OPEN SESSION**

Principals began presenting at 7:22PM.

Plainview Independent School District

Transition Plan - Teacher Certification Requirements

House Bill (HB) 2
89th Texas Legislature
Regular Session 2025

Introduction & Purpose

HB 2’s new TEC, §21.0032, now limits districts’ ability to exempt teachers from certification requirements under TEC, §21.003, through District of Innovation (DOI) plans. These limitations phase in over the next three academic years.

New Restrictions on DOI Plans Regarding Certification:

Table with 2 columns: Academic Year, DOI Restrictions. Rows include years 2025-2026, 2026-2027, and 2027-2028 with corresponding restriction details.

Note: Districts with the appropriate and allowable approved exemptions in their DOI plans maintain certification flexibility for non-foundation/non-core subjects, allowing career and technical education (CTE) and other enrichment subject teachers to continue serving in assignments.

Plainview ISD respectfully requests approval, pursuant to TEC §21.0032 (a-1), to delay implementation of teacher certification requirements for foundation curriculum teachers until the beginning of the 2029–2030 school year.

This request is grounded in the district’s locally developed Pathway to Teaching educator framework, establishing a structured progression of:

Teaching Apprentice → Teaching Resident → Fully Certified Teacher

This model ensures uncertified staff are on a defined pathway to certification while maintaining instructional continuity.

Snippet from Teaching Apprentice and Teaching Resident job descriptions:

**Teaching Apprentice**

- Not yet completed a bachelor's degree
- Not yet certified as a teacher by SBEC/TEA
- Actively pursuing a **degree in education** or a closely related field

*\$160 per day without a degree*

*\$175 per day with associate degree*

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**Teaching Resident**

- Holds a bachelor's degree
- Not yet certified as a teacher by SBEC/TEA
- Actively enrolled in an approved Educator Preparation Program (EPP) or Alternative Certification Program (ACP)

**2025-2026** ~ Employment as a teaching resident will result in a **\$1,500 reduction to the annual gross salary** of the assigned step on the teacher pay plan. **Alternatively**, pay will be limited to \$175 per day until a teaching resident is actively enrolled in a teacher certification program.

- *At the end of the 2025-2026 school year, if a teaching resident has not demonstrated satisfactory progress toward teacher certification or is not actively enrolled in a teacher certification program, the district may elect to terminate employment.*

**2026-2027** ~ Continued employment as a teaching resident will result in a **\$5,000 reduction to the annual gross salary** unless an Intern or Probationary Certificate from SBEC/TEA is obtained prior to the start of the 2026-2027 school year. If obtained prior to the start, a reduction of \$500 will be applied to the annual gross salary of a teaching resident.

- *At the end of the 2026-2027 school year, if a teaching resident has not demonstrated satisfactory progress toward teacher certification or has not maintained active enrollment in a teacher certification program, the district may elect to terminate employment.*

**2027-2028** ~ If a teaching resident remains uncertified at the start of the 2027-2028 school year, **pay will be limited to \$175 per day** unless an Intern or Probationary Certificate is obtained prior to the start of the 2027-2028 school year. If obtained prior to the start of the 2027-2028 school year, a reduction of \$1,000 will be applied to the annual gross salary of a teaching resident.

- *At the end of the 2027-2028 school year, if a teaching resident has not obtained a Standard teaching certificate, employment may be terminated, with no guarantee of re-employment with the district.*

## Current District Context

Uncertified Teachers of Foundational Curriculum Courses (Fall 2025): **38 total**

- Teaching Apprentices – 7 (actively pursuing bachelor’s degrees)
- Teaching Residents – 31 (hold bachelor’s degrees, enrolled in EPP/ACP)

Grade Band / Subject Distribution (Fall 2025):

Grade <u>Band</u> / Subject	Teaching Apprentices	Teaching Residents	Total Uncertified
<i>K-5 Reading/Math</i>	<i>5</i>	<i>12</i>	<i>17</i>
6-8 Foundation/Core Curriculum	1	11	12
9-12 Foundation/Core Curriculum	1	8	9
<b>TOTAL</b>	<b>7</b>	<b>31</b>	<b>38</b>

Grade Level / Subject Distribution (Fall 2025):

Grade <u>Level</u> / Subject	Teaching Apprentices	Teaching Residents	Total Uncertified
<i>Kindergarten</i>	<i>2</i>	<i>1</i>	<i>3</i>
<i>Grade 1</i>	<i>1</i>	<i>4</i>	<i>5</i>
<i>Grade 2</i>	<i>1</i>	<i>2</i>	<i>3</i>
<i>Grade 3</i>	<i>1</i>	<i>3</i>	<i>4</i>
<i>Grade 4</i>	<i>0</i>	<i>1</i>	<i>1</i>
<i>Grade 5</i>	<i>0</i>	<i>1</i>	<i>1</i>
Grade 6 RLA	0	0	0
Grade 6 Math	<b>1</b>	<b>1</b>	<b>2</b>
Grade 6 Science	0	<b>1</b>	<b>1</b>
Grade 6 Social Studies	0	<b>1</b>	<b>1</b>
Grade 7 RLA	0	<b>2</b>	<b>2</b>
Grade 7 Math	0	<b>2</b>	<b>2</b>
Grade 7 Science	0	<b>1</b>	<b>1</b>
Grade 7 Social Studies	0	<b>2</b>	<b>2</b>
Grade 8 RLA	0	<b>1</b>	<b>1</b>
Grade 8 Math	0	0	0
Grade 8 Science	0	0	0
Grade 8 Social Studies	0	0	0
Grades 9-12 English	0	<b>3</b>	<b>3</b>
Grades 9-12 Math	0	<b>1</b>	<b>1</b>
Grades 9-12 Science	<b>1</b>	<b>1</b>	<b>2</b>
Grades 9-12 Social Studies	0	<b>3</b>	<b>3</b>
<b>TOTAL</b>	<b>7</b>	<b>31</b>	<b>38</b>

*Plainview ISD acknowledges the HB 2 restriction on uncertified K–5 reading and math teachers effective 2026–2027 and will prioritize their transition to certified status.*

## Transition Plan Timeline & Milestones

Progress toward certification is planned as follows with prioritization of all K-5 reading/math uncertified teachers to ensure standard certification by 2029-2030:

School Year	Key Actions & Targets	Estimated Progress
August 2025	First official cohorts of 7 Apprentices and 31 Residents established. All bound to job-description progression rules. Targeted support for mentoring, instructional coaching, and EPP/ACP coordination. Prioritize uncertified in K-5 reading/math for accelerated transition.	<i>Baseline</i> 0% Certified (0 of 38 teachers)
August 2026	Transitioned $\geq 25\%$ of Apprentices (2) into Resident status and $\geq 35\%$ of Residents (13) into Certified Teacher status. Expand exam preparation and monitor EPP/ACP progress. Restrict new hires to certified or certification-enrolled candidates.	34% Certified (13 of 38 teachers)
August 2027	Transitioned $\geq 25\%$ of remaining Apprentices (2) and $\geq 30\%$ of remaining Residents (8) to the next status level. Continue targeted support and EPP/ACP monitoring.	55% Certified (21 of 38 teachers)
August 2028	Transitioned remaining Apprentices (3) into Resident status or directly to Teacher if degree/certification complete. Transition $\geq 35\%$ of remaining Residents (7) to Certified status. Provide intensive exam prep and final EPP/ACP support.	74% Certified (28 of 38 teachers)
August 2029	All remaining Residents (10) completed certification. 100% compliance achieved under SBEC standards.	100% Certified (38 of 38 teachers)

### Evaluation and Progress Monitoring

Progress will be evaluated annually through HR certification tracking reports cross-referenced with EPP/ACP completion data and TEA's Uncertified Teacher Dashboard. Adjustments to timelines or supports will be made as needed to ensure steady progress toward full certification.

### EPP/ACP Partnership and Support

Plainview ISD partners directly with **iTeach Texas** (contact is Chad Teague 940-383-8100), **A+ Texas Teachers** (contact is Sarah Ramirez 877-342-1202), and **WTAMU/PACE** (contact is Pyxa Sovilay 806-651-2613) to support certification for Teaching Residents in collaboration with the district's campus administrative staff, and the Teaching & Learning department to:

- verify EPP/ACP enrollment and progress;
- discuss alignment of coursework and testing requirements;
- review test-preparation modules, mentorship pairing, field supervision, and certification tracking data; and
- report completion status each semester to ensure timely certification.

*Not all Teaching Residents are enrolled with these programs; some participate in other approved EPPs & ACPs across the state.*

## Alignment With TEA Supports

- Teaching Apprentice and Teaching Resident pathways are designed in alignment with TEC §21.0032 and TEA’s phased implementation expectations.

- Upon board approval, the district will submit through Smartsheet its request to defer implementation of certification requirements for foundation curriculum courses until the beginning of the 2029–2030 school year, in advance of the March 2, 2026 deadline.

- Plainview ISD will utilize TEA’s **\$1,000 certification incentive** for uncertified teachers achieving certification. A one-time incentive will be paid by the TEA to the district for each eligible classroom teacher upon successful completion of the preparation requirements and issuance of a standard certificate. *Eligible teachers must meet the following criteria:*

- ✓ Hired as an uncertified first-year teacher in the 2022–2023 or 2023–2024 school year and were still uncertified as of January 1, 2025.
- ✓ Achieve standard certification by the end of the 2026–2027 school year.
- ✓ Continuously employed as a teacher by the district.

*Beginning in 2025–2026, TEA will send a list of eligible individuals to the district for employment verification in the early spring of each school year. Districts will complete verification by late spring. Payments for eligible teachers who achieve certification by August 1, 2026, will be issued no earlier than August 2026, and the process will repeat in the 2026–2027 school year. A final distribution of incentive payments will occur in August 2027.*

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## Future-Ready Initiatives: P-TECH and Grow-Your-Own Education Pathways

As part of Plainview ISD’s broader workforce-development vision, the district is expanding secondary programming to embed a local “grow-your-own” model in this certification-transition plan. Beginning in **August 2026, Plainview High School** will launch a **Pathways in Technology Early College High School (P-TECH)** program—**Plainview Tech**—to strengthen local college-and-career readiness and create a seamless bridge between secondary and postsecondary education.

Plainview Tech and Plainview Collegiate High School will provide students the opportunity to graduate with both a **high school diploma and an Associate’s degree** in one of the following fields:

- Associate of Science in Agriculture (CTE Pathway: AFNR)
- Associate of Science in Pre-Nursing (CTE Pathway: Health Science)
- Associate of Arts, Multidisciplinary
- Associate of Science, Multidisciplinary
- Level 1 Certificate in Welding (with an optional Associate’s track) (CTE Pathway: Welding)

Planned for 2027 Expansion:

- **Associate of Arts in Teaching (CTE Pathway: Education)**

- Associate of Arts in Business Administration (CTE Pathway: Business)
- Associate of Applied Science in Culinary Arts (CTE Pathway: Culinary Arts)
- Associate of Arts in Law Enforcement (CTE Pathway: Law Enforcement)
- Level 1 Certificate in Industrial Manufacturing and Emerging Technologies

Of particular strategic significance is the **Associates of Arts in Teaching (AAT)** pathway, projected to begin in **August 2027**, through partnership with **South Plains College (SPC)**. This addition establishes the district’s first CTE Pathway in Teaching. Students completing the SPC AAT may transfer to **Texas Tech University, Lubbock Christian University, West Texas A&M University, or Wayland Baptist University**, enabling them to complete a **bachelor’s degree in education within two years** after high-school graduation.

This structure forms a **true “Grow-Your-Own” pipeline** beginning in ninth grade—cultivating future Teaching Residents and certified teachers who understand Plainview ISD’s instructional culture and can directly contribute to long-term staffing stability.

## Conclusion

Plainview ISD’s plan reflects a structured pathway that acknowledges the district’s staffing realities. By binding uncertified teachers into the Teaching Apprentice → Teaching Resident → Teacher framework, providing mentoring and EPP/ACP supports, and evaluating annual progress through formal data tracking, Plainview ISD commits to full compliance with teacher certification requirements by August 2029.

The integration of Plainview Tech allows Plainview ISD to build a sustainable internal pipeline that begins with motivated high-school students and culminates in fully certified, locally grown educators prepared to serve the district’s classrooms.

## Board Approval & Oversight

The date of approval by the district board of trustees to submit the application for commissioner of education approval is: \_\_\_\_\_.

The web page link to the district board of trustees’ meeting agenda where the plan for the delay of teacher certification requirements was approved is: \_\_\_\_\_.

The web page link to the board-approved plan is: \_\_\_\_\_.

### Submitted by:

Brandy Merrick, M.Ed.  
Associate Superintendent  
Plainview ISD