
Note: This local policy has been revised in accordance with the District's [innovation plan](#).¹

Updating Credentials All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

Contract Personnel The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

State Teacher Certification In accordance with the District's innovation plan, the District is exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of career and technical education (CTE) courses or for an individual with career-certified qualifications to teach in a hard-to-fill position. In addition, the Superintendent shall have the authority to permit a certified teacher to teach one subject outside his or her certified fields. All other teaching assignments shall require certification in accordance with state law. [See DK]

In accordance with the District's innovation plan, the District is exempt from the state law that requires parental notification of uncertified or inappropriately certified teachers. Parents of students who are taught by uncertified personnel shall be notified in accordance with applicable law and local procedures.

Social Security Number The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

¹ Innovation Plan: <http://www.bonhamisd.org>