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

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**State Teacher Certification**

In accordance with the District's innovation plan, the District shall be exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification.

In exceptional circumstances, the Superintendent shall request from the Board the authority to permit a certified teacher to teach outside his or her certified field or to permit a noncertified, yet highly qualified, professional to teach. The District shall notify parents of students who benefit from such a decision.

All other teaching assignments shall require certification in accordance with state law. [See DK]

**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.

**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.

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<sup>1</sup> Innovation Plan: <http://www.fsisd.net/District/3505-Untitled.html>