



TIA THROUGH NATIONAL BOARD CERTIFICATION

The following are the Texas State Teachers Association's comments submitted to the State Board of Educator Certification on September 18, 2026.

National Board Certification is one of the most rigorous professional credentials an educator can earn. Teachers spend months, and often years, compiling portfolios, analyzing student work, reflecting on their classroom practice, and demonstrating mastery of their profession. They devote evenings and weekends to the process, pay certification fees, and make a significant personal investment because they want to become better educators and better serve their students.

Texas has recognized the value of that work by incorporating National Board Certification into TIA.

If National Board Certification is revoked, however, some teachers will lose much more than a professional credential. They will lose their only pathway to TIA.

Some of our members work in districts that participate in the Teacher Incentive Allotment, but their particular subject areas are not covered by their district's local designation system. These teachers cannot simply pursue a different TIA designation if National Board Certification is eliminated. For them, NBC is the only available pathway to the additional compensation TIA provides.

This means the decision before SBEC could have a direct and significant financial impact on teachers who have already invested years of work in earning their certification.

These educators did exactly what Texas has encouraged teachers to do. They pursued professional excellence, invested in their development, and earned a nationally recognized credential. The state subsequently recognized that credential as a pathway to additional compensation.

Teachers should not be punished for relying on a professional pathway that Texas itself established and recognized.

We understand that SBEC must ensure certification programs comply with current Texas law. If specific portions of National Board materials need to be changed to comply with state statute, those provisions should be addressed. But the teachers who have already earned this credential should not become collateral damage in the process.

The Teacher Incentive Allotment is intended to help recognize and retain effective teachers. Eliminating a pathway that some teachers rely on exclusively would undermine that purpose.

For these educators, this is not simply about a title or certificate. It is about compensation they worked years to earn—and, for some, compensation they have no other way to receive.

Texas teachers upheld their end of the bargain. They invested in their profession because Texas told them that investment mattered. The state should uphold its end of the bargain and preserve National Board Certification as a pathway to TIA.