



MEMORANDUM

To: Members of the Board of Trustees
From: Myrna Lopez, Director of Administrative Services
Subject: Senate Bill 12: Annual Certification of Compliance with Certain Laws — TEA
Date: August 15, 2026

History

Texas Education Code (TEC) § 39.008 requires the District to certify annually its compliance with TEC §§ 11.005 and 28.0022.

TEC § 11.005 prohibits Texas public school districts and open-enrollment charter schools from assigning diversity, equity, and inclusion (DEI) duties to employees, contractors, or volunteers. It also restricts the use of public resources for DEI-related practices.

TEC § 28.0022 establishes requirements for classroom discussions of public policy and social issues in Texas public and charter schools. The statute protects teachers from being compelled to discuss controversial topics; requires political neutrality when such topics are discussed; and prohibits grades, course credit, or course requirements from being tied to political activism or particular social concepts.

Documents for Your Review

- Notice to Employees, Contractors, Vendors, and Service Providers Regarding Prohibited Discrimination and Diversity, Equity, and Inclusion (DEI) Activities
- Flyers for TEC §§ 11.005 and 28.0022 provided to TISD teaching staff
- Annual certification template confirming Tornillo ISD's compliance with all applicable requirements of TEC § 39.008

Budget Impact:

- No budget impact.

ADMINISTRATIVE RECOMMENDATION:

The Administration recommends that the Board of Trustees approve the attached compliance certification for submission.

***Vision:** Believe we can succeed; with pride we will achieve.*

***Mission:** The mission of the District is to educate and inspire students in a safe and supportive environment which will result in closing the achievement gap by preparing all students for college readiness and success in a global society.*



19200 Cobb Ave | PO Box 170 | Tornillo, TX 79853 | P: (915) 765-3000 | F: (915) 765-3099



NOTICE TO EMPLOYEES, CONTRACTORS, VENDORS, and SERVICE PROVIDERS

DATE: August 17, 2026
TO: All District Contractors, Independent Service Providers, and Vendors
FROM: Office of the Superintendent
SUBJECT: Prohibitions against Discrimination and Diversity, Equity, and Inclusion (DEI) Activities

This memorandum serves as notice to all employees, contractors, vendors and service providers of the District of important changes in state law and District policy prohibiting the consideration of race, sex, color or ethnicity in connection with District operations and decision-making. **All District employees, vendors, service providers and contractors are required to review this memorandum in its entirety,** disseminate its contents to all personnel assigned to District accounts, and maintain operations in strict conformity with District policy. Execution of services under any current or future District agreement serves as an acknowledgment of, and consent to, these contractual conditions.

I. Discrimination Prohibited

The District prohibits discrimination on the basis of race, color, national origin, religion, sex or disability. Additionally, Texas Education Code Section 11.005 and District policy prohibit District employees, contractors, vendors, and service providers from performing, carrying out, or assigning certain responsibilities or job duties at, for, or on behalf of the District. This notice clarifies District policy prohibiting the consideration of race, sex, color, or ethnicity in District operations and decision-making. Consistent with Texas Education Code § 11.005, the District prohibits certain activities related to Diversity, Equity and Inclusion (DEI) initiatives. The District's policies may be accessed online at: <https://pol.tasb.org/PolicyOnline?key=443>. Employees, contractors, vendors and service providers are charged with complying with all District policies while providing services to the District.

II. Diversity, Equity and Inclusion Duties Defined

Diversity, equity, and inclusion ("DEI") duties prohibited by District policy are any action, role, or practice that involves the following:

1. **Influencing Employment Practices:** Any effort designed to influence hiring, recruitment, promotion, or general employment practices with respect to race, sex, color or ethnicity, unless strictly necessary to maintain compliance with established state or federal antidiscrimination statutes.
2. **Promoting Differential Treatment:** Proactively promoting differential treatment of individuals, or providing special or exclusive benefits to individuals, solely on the basis of race, color, or ethnicity.
3. **Developing Protected-Class Programming:** Developing, implementing, structuring, or delivering policies, operating procedures, professional trainings, educational activities, or instructional programs that reference race, color, ethnicity, gender identity, or sexual orientation. Exceptions exist for student recruitment collaborations involving historically black colleges and universities, or as otherwise mandated by state or federal law.
4. **Compelling DEI Statements:** Compelling, requiring, inducing, or soliciting any prospective or current employee, contractor, service provider or vendor to submit a diversity, equity, and



inclusion statement, or granting preferential consideration or advantage to any individual based on the provision or substance of such a statement.

III. District Policies

The following District policies are of particular importance in regulating the District's prohibition against DEI duties:

1. **Board Policy BT (LEGAL):** Provides that except as explicitly required by state or federal law, the District shall not assign DEI duties to any person and must proactively prohibit independent contractors from engaging in such activities.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=BT#legalTabContent>
2. **Board Policy CJ (LEGAL) and (LOCAL):** These policies govern contracted services and provide that a District contract is subject to termination if a contractor or vendor intentionally or knowingly engages in DEI duties or assigns such duties to another individual. It further establishes the appeal process through which an affected contractor may appeal an adverse contract action.
Local Policy: <https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=CJ#localTabContent>
Legal Policy: <https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=CJ#legalTabContent>
3. **Board Policy DH (LOCAL):** Outlines employee standards of conduct, including the prohibition against engaging in or delegating to another DEI duties.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=DH#legalTabContent>
4. **Board Policy BJA (LEGAL):** Requiring the Superintendent to certify to the Commissioner of Education the District's compliance with TEC Sections 39.008, 11.005 and 28.0022.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=BJA#legalTabContent>
5. **Board Policy CMD (LEGAL):** Regarding the acquisition of instructional materials.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=CMD#legalTabContent>
6. **Board Policy DF (LEGAL):** Providing for the appropriate discipline, including termination, of a District employee or contractor who intentionally or knowingly engages in or assigns to another person prohibited diversity, equity, and inclusion duties.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=DF#legalTabContent>
7. **Board Policy DG (LEGAL):** Providing that a teacher may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=DG#legalTabContent>
8. **Board Policy BJCF (LOCAL):** Providing violation of the District's prohibition against engaging in or delegating to another DEI duties is a ground for Superintendent contract nonrenewal.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=BJCF#localTabContent>
9. **Board Policy EMB (LEGAL):** Addressing the teaching of controversial topics, and prohibiting instruction, guidance, activities, or programming regarding sexual orientation and gender identity to students.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=EMB#legalTabContent>

IV. Consequences for Violation of Policies

Employees and District contractors are on notice that violation of these District policies may result in disciplinary action, up to and including termination of employees, or termination of third-party contracts with vendors and service providers:



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- **Mandatory Termination of Contracts:** Policy CJ (LOCAL) provides that any intentional or knowing violation of these prohibitions constitutes a material breach of contract. If the District determines through administrative review or inquiry that a contractor has intentionally or knowingly engaged in DEI duties, assigned DEI duties to another individual, or conducted prohibited instruction or guidance, the violation shall result in the termination of the contract. Penalties for violating the District's policies apply to all contractors, vendors and service providers, regardless of whether the prohibited act was committed by an executive officer, a staff employee, or a third-party agent acting on behalf of the contracting entity.
- **Employee Discipline:** Employees who violate the District's policies and standards of professional conduct may be subject to discipline, up to and including possible termination of employment.

V. Certain Practices Exempted

Policy BT (LEGAL) explicitly clarifies that these prohibitions do not apply to, restrict, or modify several core educational and commercial functions. Contractors and employees may safely engage in the following activities without violating the District's anti-discrimination policies:

1. **Historically Underutilized Businesses (HUBs):** The policy does not limit or prohibit the District from actively contracting with historically underutilized businesses in accordance with applicable Texas procurement statutes.
2. **Commemorative and Holiday Instruction:** Contractors may acknowledge, reference, or teach the historic significance of state and federal holidays, or celebrate federally designated commemorative months, provided the curriculum aligns with the Texas Essential Knowledge and Skills (TEKS) frameworks.
3. **Constitutional Protections:** Nothing in these guidelines shall be construed to infringe upon or affect a student's core constitutional rights under the First Amendment to the United States Constitution or Article I, Section 8, of the Texas Constitution.
4. **Academic Achievement and Data Reporting:** Data collection, standard monitoring, or state reporting are not impacted by the District's policies. Practices, procedures, or programs designed to eliminate unlawful discriminatory patterns, address academic achievement gaps, or enhance postgraduate student success are not impacted by these policies. These programs are structured and implemented entirely without regard to race, sex, color, or ethnicity.

Thank you for your attention to these important policy changes. Anyone wishing to receive a printed copy of any or all of the policies referenced in this memorandum may access the policies from the District's online policy manual <https://pol.tasb.org/PolicyOnline?key=443> or by contacting Mrs. Myrna Lopez-Patti – Director of Administrative Services via email LopezMy@tisd.us or at (915) 765-3050.

Sincerely,

Dr. Rosy Vega-Barrio
Superintendent



AVISO A EMPLEADOS, CONTRATISTAS, PROVEEDORES Y PRESTADORES DE SERVICIOS

FECHA: 18 de agosto de 2026
PARA: Todos los empleados, contratistas del Distrito, prestadores de servicios independientes y proveedores
DE: Oficina de la Superintendente
ASUNTO: **Prohibiciones contra la discriminación y las actividades de Diversidad, Equidad e Inclusión (DEI)**

Este memorándum sirve como aviso a todos los empleados, contratistas, proveedores y prestadores de servicios del Distrito sobre cambios importantes en la ley estatal y en la política del Distrito que prohíben la consideración de la raza, el sexo, el color o la etnia en relación con las operaciones y la toma de decisiones del Distrito. Todos los empleados, proveedores, prestadores de servicios y contratistas del Distrito deben revisar este memorándum en su totalidad, difundir su contenido a todo el personal asignado a cuentas del Distrito y mantener sus operaciones en estricto cumplimiento con la política del Distrito. La prestación de servicios bajo cualquier acuerdo vigente o futuro del Distrito constituye reconocimiento y aceptación de estas condiciones contractuales.

I. Prohibición de la discriminación

El Distrito prohíbe la discriminación por motivos de raza, color, origen nacional, religión, sexo o discapacidad. Además, la Sección 11.005 del Código de Educación de Texas y la política del Distrito prohíben que los empleados, contratistas, proveedores y prestadores de servicios del Distrito desempeñen, lleven a cabo o asignen ciertas responsabilidades o funciones laborales en, para o en nombre del Distrito. Este aviso aclara la política del Distrito que prohíbe la consideración de la raza, el sexo, el color o la etnia en las operaciones y la toma de decisiones del Distrito. De conformidad con el Código de Educación de Texas § 11.005, el Distrito prohíbe ciertas actividades relacionadas con iniciativas de Diversidad, Equidad e Inclusión (DEI). Las políticas del Distrito pueden consultarse en línea en: <https://pol.tasb.org/PolicyOnline?key=443>. Los empleados, contratistas, proveedores y prestadores de servicios tienen la responsabilidad de cumplir con todas las políticas del Distrito mientras presten servicios al Distrito.

II. Definición de funciones de Diversidad, Equidad e Inclusión

Las funciones de diversidad, equidad e inclusión ("DEI") prohibidas por la política del Distrito incluyen cualquier acción, función o práctica que implique lo siguiente:

- 1. Influir en las prácticas de empleo:** Cualquier esfuerzo diseñado para influir en la contratación, reclutamiento, promoción o prácticas generales de empleo con respecto a la raza, el sexo, el color o la etnia, salvo cuando sea estrictamente necesario para mantener el cumplimiento de leyes estatales o federales establecidas contra la discriminación.
- 2. Promover trato diferencial:** Promover activamente un trato diferencial de las personas, o proporcionar beneficios especiales o exclusivos a personas, únicamente por motivos de raza, color o etnia.
- 3. Desarrollar programación para clases protegidas:** Desarrollar, implementar, estructurar o impartir políticas, procedimientos operativos, capacitaciones profesionales, actividades educativas o programas de instrucción que hagan referencia a raza, color, etnia, identidad de género u orientación sexual. Existen excepciones para colaboraciones de reclutamiento estudiantil que involucren colegios y universidades históricamente afroamericanos, o según lo exijan de otro modo las leyes estatales o federales.
- 4. Exigir declaraciones DEI:** Obligar, exigir, inducir o solicitar a cualquier empleado, contratista, prestador de servicios o proveedor, actual o potencial, que presente una declaración de diversidad, equidad e inclusión, o



conceder consideración o ventaja preferencial a cualquier persona con base en la presentación o el contenido de dicha declaración.

III. Políticas del Distrito

Las siguientes políticas del Distrito son de particular importancia para regular la prohibición del Distrito respecto de las funciones DEI:

- 1. Política BT (LEGAL):** Establece que, salvo cuando lo exija expresamente la ley estatal o federal, el Distrito no asignará funciones DEI a ninguna persona y deberá prohibir de manera proactiva que los contratistas independientes participen en dichas actividades.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=BT#legalTabContent>
- 2. Política CJ (LEGAL) y (LOCAL):** Rigen los servicios contratados y establecen que un contrato del Distrito está sujeto a terminación si un contratista o proveedor participa intencionalmente o a sabiendas en funciones DEI, o asigna dichas funciones a otra persona. También establecen el proceso de apelación mediante el cual un contratista afectado puede apelar una acción adversa relacionada con el contrato.
Local: <https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=CJ#localTabContent>
Legal: <https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=CJ#legalTabContent>
- 3. Política DH (LOCAL):** Describe las normas de conducta de los empleados, incluida la prohibición de participar en funciones DEI o delegarlas a otra persona.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=DH#legalTabContent>
- 4. Política BJA (LEGAL):** Requiere que la Superintendente certifique ante el Comisionado de Educación el cumplimiento del Distrito con las Secciones 39.008, 11.005 y 28.0022 del TEC.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=BJA#legalTabContent>
- 5. Política CMD (LEGAL):** Se refiere a la adquisición de materiales de instrucción.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=CMD#legalTabContent>
- 6. Política DF (LEGAL):** Dispone la disciplina correspondiente, incluida la terminación, de un empleado o contratista del Distrito que intencionalmente o a sabiendas participe en funciones prohibidas de diversidad, equidad e inclusión o las asigne a otra persona.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=DF#legalTabContent>
- 7. Política DG (LEGAL):** Establece que no se puede obligar a un maestro a discutir un tema de política pública o asuntos sociales ampliamente debatido y actualmente controvertido.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=DG#legalTabContent>
- 8. Política BJCF (LOCAL):** Establece que la violación de la prohibición del Distrito contra participar en funciones DEI o delegarlas a otra persona constituye motivo para la no renovación del contrato de la Superintendente.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=BJCF#localTabContent>
- 9. Política EMB (LEGAL):** Aborda la enseñanza de temas controvertidos y prohíbe la instrucción, orientación, actividades o programación sobre orientación sexual e identidad de género para estudiantes.
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=443&code=EMB#legalTabContent>

IV. Consecuencias por violación de las políticas

Se notifica a los empleados y contratistas del Distrito que la violación de estas políticas del Distrito puede resultar en medidas disciplinarias, hasta e incluyendo la terminación del empleo, o la terminación de contratos con terceros, proveedores y prestadores de servicios:

- **Terminación obligatoria de contratos:** La Política CJ (LOCAL) establece que cualquier violación intencional o a sabiendas de estas prohibiciones constituye un incumplimiento material del contrato. Si el Distrito determina, mediante revisión o investigación administrativa, que un contratista ha participado intencionalmente o a



sabiendas en funciones DEI, ha asignado funciones DEI a otra persona, o ha impartido instrucción u orientación prohibida, la violación resultará en la terminación del contrato. Las sanciones por violar las políticas del Distrito se aplican a todos los contratistas, proveedores y prestadores de servicios, independientemente de si el acto prohibido fue cometido por un funcionario ejecutivo, un empleado o un agente externo que actúe en nombre de la entidad contratante.

• **Disciplina de empleados:** Los empleados que violen las políticas y normas de conducta profesional del Distrito pueden estar sujetos a medidas disciplinarias, hasta e incluyendo la posible terminación del empleo.

V. Ciertas prácticas exentas

La Política BT (LEGAL) aclara expresamente que estas prohibiciones no se aplican, restringen ni modifican varias funciones educativas y comerciales fundamentales. Los contratistas y empleados pueden participar de manera segura en las siguientes actividades sin violar las políticas antidiscriminatorias del Distrito:

- 1. Empresas Históricamente Subutilizadas (HUB):** La política no limita ni prohíbe que el Distrito contrate activamente con empresas históricamente subutilizadas de conformidad con las leyes de adquisiciones aplicables de Texas.
- 2. Instrucción conmemorativa y de días festivos:** Los contratistas pueden reconocer, hacer referencia o enseñar la importancia histórica de los días festivos estatales y federales, o celebrar meses conmemorativos designados a nivel federal, siempre que el currículo esté alineado con los marcos de los Conocimientos y Destrezas Esenciales de Texas (TEKS).
- 3. Protecciones constitucionales:** Nada en estas directrices deberá interpretarse de manera que infrinja o afecte los derechos constitucionales fundamentales de un estudiante conforme a la Primera Enmienda de la Constitución de los Estados Unidos o al Artículo I, Sección 8, de la Constitución de Texas.
- 4. Rendimiento académico y presentación de datos:** La recopilación de datos, el monitoreo estándar o los informes estatales no se ven afectados por las políticas del Distrito. Las prácticas, procedimientos o programas diseñados para eliminar patrones discriminatorios ilegales, atender brechas de rendimiento académico o mejorar el éxito estudiantil posterior a la graduación tampoco se ven afectados. Estos programas se estructuran e implementan completamente sin consideración de raza, sexo, color o etnia.

Gracias por su atención a estos importantes cambios de política. Toda persona que desee recibir una copia impresa de cualquiera o de todas las políticas mencionadas en este memorándum puede acceder a ellas a través del manual de políticas en línea del Distrito en <https://pol.tasb.org/PolicyOnline?key=443> o comunicándose con la Sra. Myrna Lopez-Patti, Directora de Servicios Administrativos, por correo electrónico a LopezMy@tisd.us o al (915) 765-3050.

Atentamente,

Dra. Rosy Vega-Barrio
Superintendente

Texas Education Code

§ 28.0022

WHAT SCHOOLS
NEED TO KNOW

CERTAIN INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS

THE INSTRUCTIONAL STANDARD

Teachers cannot be compelled to discuss widely debated and currently controversial public-policy or social-affairs issues. If a teacher chooses to address one, the topic must be explored objectively and without political bias.

APPLIES TO

All K-12 courses and subjects, including innovative courses

COVERS

Districts, open-enrollment charter schools, teachers, and specified employees

ANNUAL DUTY

Board-approved compliance certification to TEA by September 30

Four Key Instructional Rules

1 No compelled discussion

A teacher may not be forced to discuss a widely debated and currently controversial issue of public policy or social affairs.

3 No activism-based credit

A course may not require or award grades, credit, or extra credit for specified lobbying, political activism, or public-policy advocacy.

2 Objectivity is required

If a teacher chooses to discuss such a topic, it must be explored objectively and in a manner free from political bias.

4 Certain concepts restricted

The statute restricts requiring or teaching specified race- or sex-based concepts and requiring an understanding of the 1619 Project.

Practical Guardrails for Instruction

- ✓ **Required curriculum remains:** The section does not limit teaching the essential knowledge and skills adopted by the State Board of Education.
- ✓ **Teacher choice is protected:** Educators may choose whether to discuss qualifying controversial issues.
- ✓ **Balanced treatment matters:** Choosing to discuss a qualifying issue triggers the objectivity and political-bias standard.
- ✓ **Course credit has boundaries:** Do not tie required coursework, grades, or extra credit to the prohibited advocacy activities listed in the statute.
- ✓ **Read the exceptions:** Section 28.0022 includes specific exceptions and does not create a private cause of action against school employees.

District and Charter-school Compliance Responsibilities

REVIEW

Review curricula, assignments, grading practices, training, and course requirements.

ADOPT

Adopt a discipline policy and procedure for intentional or knowing violations.

DISTRIBUTE

Provide physical and electronic copies to each employee and contractor.

DOCUMENT

Document notices, policy or training changes, and any resulting cost savings.

CERTIFY

Obtain board approval and submit the annual TEA certification by September 30.

IMPORTANT

The statute contains detailed definitions, prohibited concepts, and exceptions. Review the current enacted text and TEA guidance with district counsel before applying it to a particular lesson, assignment, training, or disciplinary matter.

PRIMARY SOURCES

Texas Education Code § 28.0022: statutes.capitol.texas.gov | S.B. 3 (87th, 2nd C.S.) and S.B. 12 (89th) enrolled texts: capitol.texas.gov | TEA annual certification guidance: tea.texas.gov



Texas Education Code § 11.005

Prohibition on Diversity, Equity, and Inclusion Duties

THE CORE RULE

Except where state or federal law requires otherwise, a school district may not assign defined “DEI duties” to any person and must prohibit employees, contractors, and volunteers from performing those duties for the district.

What the law prohibits

1 Employment practices

Influencing hiring or employment practices based on race, sex, color, or ethnicity, except as needed to comply with anti-discrimination law.

3 Policies and programs

Developing or implementing policies, procedures, training, activities, or programs that reference listed protected characteristics, subject to statutory exceptions.

2 Differential treatment

Promoting differential treatment or special benefits based on race, color, or ethnicity.

4 DEI statements

Requiring or soliciting a DEI statement, or giving preferential consideration because one was provided.

What remains permitted

- ✓ **TEKS-aligned classroom instruction:** consistent with State Board of Education standards.
- ✓ **Required legal compliance:** including state and federal anti-discrimination law.
- ✓ **Student-success programs:** designed and implemented without regard to race, sex, color, or ethnicity.
- ✓ **Data work and lawful analysis:** including collection, monitoring, reporting, and addressing unlawful discrimination.
- ✓ **Other protected activities:** including student constitutional rights and additional activities listed in § 11.005(e).

District compliance responsibilities

ADOPT

A discipline policy and procedure, including due process and an appeal path.

DISTRIBUTE

Physical and electronic copies to every employee and contractor.

DOCUMENT

Notification methods, policy or training changes, and any cost savings.

APPROVE

Certification by majority board vote at a properly noticed public meeting.

SUBMIT

The superintendent's electronic certification to TEA by September 30 each year.

IMPORTANT

The statute contains detailed definitions and exceptions. Review the enacted text and current TEA guidance with district counsel before applying it to a specific policy, program, training, hiring practice, or student activity.

PRIMARY SOURCES

Texas Education Code § 11.005: statutes.capitol.texas.gov | S.B. 12 enrolled text: capitol.texas.gov | TEA annual certification guidance: tea.texas.gov



TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Tornillo ISD

County-District Number (CDN): 071908

Superintendent/CEO Name: Dr. Rosy Vega-Barrio

Certification School Year: 2026-27

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures. Attached please find the following policies that have been adopted by the Board of Trustees:

1. **Board Policy BT (LEGAL):** Provides that except as explicitly required by state or federal law, the District shall not assign DEI duties to any person and must proactively prohibit independent contractors from engaging in such activities.
2. **Board Policy CJ (LEGAL) and (LOCAL):** These policies govern contracted services and provide that a District contract is subject to termination if a contractor or vendor intentionally or knowingly engages in DEI duties or assigns such duties to another individual. It further establishes the appeal process through which an affected contractor may appeal an adverse contract action.
3. **Board Policy DH (LOCAL):** Outlines employee standards of conduct, including the prohibition against engaging in or delegating to another DEI duties.
4. **Board Policy BJA (LEGAL):** Requiring the Superintendent to certify to the Commissioner of Education the District's compliance with TEC Sections 39.008, 11.005 and 28.0022.
5. **Board Policy CMD (LEGAL):** Regarding the acquisition of instructional materials.
6. **Board Policy DF (LEGAL):** Providing for the appropriate discipline, including termination, of a District employee or contractor who intentionally or knowingly engages in or assigns to another person prohibited diversity, equity, and inclusion duties.
7. **Board Policy DG (LEGAL):** Providing that a teacher may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs.
8. **Board Policy BJCF (LOCAL):** Providing violation of the District's prohibition against engaging in or delegating to another DEI duties is a ground for Superintendent contract nonrenewal.
9. **Board Policy EMB (LEGAL):** Addressing the teaching of controversial topics, and prohibiting instruction, guidance, activities, or programming regarding sexual orientation and gender identity to students.

All District employees, contractors, vendors and service providers have been provided written notice of the changes to these policies by letter dated August 18, 2026. A copy of the letter provided to all District contractors, vendors, service providers and employees is attached.

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☒ Yes ☐ No

If yes, describe or attach a copy of the changes below.

All of the attached policies were altered to conform to the requirements of S.B. 12 by prohibiting District employees, contractors, vendors, and service providers from performing, carrying out, or assigning certain responsibilities or job duties that involve the consideration of race, sex, color, or ethnicity in District operations and decision-making; by prohibiting teachers from inculcating certain prohibited themes in course materials; by prohibiting the requirement that teachers address controversial topics; by providing penalties for violation of these policy mandates; and by providing access to due process for employees or contracts that are terminated for violation of these policies.

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: \$ None

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: August 26, 2026

Meeting notice was posted on LEA website at least seven days in advance: ☐ Yes ☐ No

Public testimony opportunity provided during meeting: ☐ Yes ☐ No

Certification approved by majority vote: ☐ Yes ☐ No

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent/CEO Signature: _____

Printed Name: Rosa Vega-Barrio

Date: _____

SWORN TO AND SUBSCRIBED before me on this _____ day of _____, 20____.

Notary Public, State of Texas