

Consider the approval of the certification of compliance to the prohibition of DEI activities.

1. Background:

Under Texas Education Code (TEC) §39.008, as established by Senate Bill (SB) 12 of the 89th Texas Legislature, school districts are required to adopt and implement policies that restate and comply with TEC §11.005 (Prohibition on Diversity, Equity, and Inclusion Duties (DEI)).

Under TEC §11.005, Southwest Independent School District is prohibited from assigning diversity, equity, and inclusion duties to any person. District employees, contractors, and volunteers are also prohibited from engaging in diversity, equity, and inclusion duties at, for, or on behalf of the district. SWISD has adopted policies and procedures for appropriate discipline, including termination, for individuals who intentionally or knowingly engage in or assign such duties

Under TEC §28.0022, SWISD employees and contractors are prohibited from providing instruction or activities related to certain controversial topics and are subject to additional instructional requirements and prohibitions established by law.

Compliance with these laws requires the district to provide a physical and electronic copy of related policies and procedures to employees and contractors.

2. Process:

A committee was formed to work on the development and implementation of this new policy in the summer of 2025, when the bill was introduced. District personnel reviewed the TASB-recommended policy update and brought the policy for consideration at the November 2025 board meeting for adoption. Afterward, systems were put in place to ensure that all volunteers, vendors, contractors, and employees were made aware of these changes through our purchasing, volunteering, and employee notification practices.

3. Fiscal Impact:

NA.

4. Recommendation:

That the board approve the certification of compliance with Senate Bill 12 regarding the prohibition of DEI duties for employees, contractors, and vendors.

5. Required:

Board action.