

Senate Bill 12 Compliance Report & Annual Certification

2026–2027 School Year • Van Alstyne ISD

SB 12 Overview

Prohibits diversity, equity, and inclusion (DEI) practices

- Eliminates DEI-specific roles, departments, preferential hiring practices
- Eliminates staff training, student programs, and campus activities centered on DEI concepts.

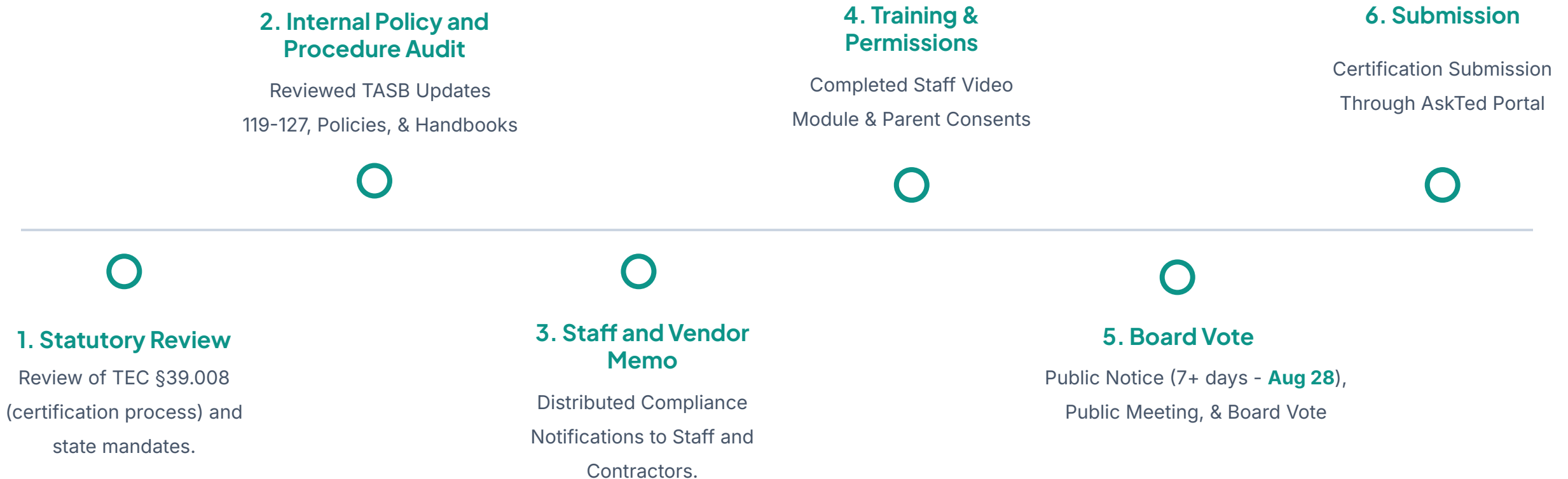
Restricts Instruction and Student Groups

- Prohibits instruction on sexual orientation/gender identity
- Restricts school-sponsored clubs focused on these topics
- Bars staff assistance with student social transitioning
- Protects non-biased instruction on controversial issues.

Expands Parental Oversight

- Mandates prior written parental consent for specific student clubs, counseling, and health-related services.

Compliance Process and Implementation Timeline



TASB POLICY SERVICE ALIGNMENT RECOMMENDATIONS

If your district adopted TASB Numbered Updates 119, 122, 126, and 127, your local framework aligns with statutory text at these codes:

Policy Code	Update	Relevancy & Compliance Integration Details
BJCF(LOCAL)	127	Superintendent Nonrenewal: Engaging/assigning DEI duties or illegal instructional activities added as explicit grounds for nonrenewal.
BT(LEGAL)	126	DEI Prohibition Framework: New statutory framework outlining definitions, prohibited actions, and reporting certification duties.
CJ(LEGAL)/(LOCAL)	126	Contracted Services: Mandates that third-party contractors cannot perform DEI or prohibited instructional duties; violations trigger contract termination.
DF(LEGAL) & DFBB(LOCAL)	126	Employment Termination/Nonrenewal: Revisions align term contract employee nonrenewal and general termination grounds with SB 12 prohibitions.
DH(LOCAL)	126	Employee Conduct Standards: New explicit sections added specifying <i>Prohibited Classroom Instruction/Activities</i> and <i>Prohibited DEI Duties</i> .
BJA(LEGAL)	126	Superintendent Duties: Integrates mandatory submission of compliance certifications into the superintendent's legal qualification framework.
CDC(LEGAL)	119	Gifts & Solicitations: Strictly bans accepting private funds to develop curriculum, buy materials, or train staff on restricted TEC 28.0022(a)(4)(A) concepts.
CMD(LEGAL)	122	Instructional Materials Management: Reinforces protections against obscene or harmful contents to fulfill TEC 28.0022 mandates.
CQA(LEGAL)	126	Website Postings: Requires web-posting public notice at least 7 days prior to any board meeting held to deliberate or vote on this compliance certification.
DG(LEGAL) & EMB(LEGAL)	119/122/126	Controversial Issues: Teachers cannot be forced to discuss controversial social affairs, nor disciplined if teaching SBOE-approved materials with fidelity.
FOA(LEGAL)	126	Student Discipline: Bars classroom removal for a single incident if a student is reasonably discussing controversial topics covered under TEC 28.0022.

POLICY AND MATERIALS REVIEW

Districts must verify that local operational materials and policies do not contain guidelines that conflict with SB 12.

- | | | |
|--|---|----------------------------------|
| • Policy AE / AEA (Educational Philosophy) | • Policy FDA / FDB (Admissions & Assignments) | • Employee Handbook |
| • Policy CH (Purchasing & Acquisition) | • Student Code of Conduct | • Purchasing / Admin Regulations |
| • Policy CV (Facilities Construction) | • Student Handbook | • Policy DEA (Compensation Plan) |

- **ALL HANDBOOKS VERIFIED:** Employee, Student, and Code of Conduct are fully aligned with compliant TASB model
- **ALL POLICIES COMPLIANT:** Examples...

AE (LOCAL) Van Alstyne ISD will be a premier school district providing a well-rounded, safe school experience that prepares our graduates to discover and attain their life goals.

CV (LOCAL) The Superintendent shall establish procedures that ensure that all school facilities within the District comply with applicable laws and local building codes.

FDA (LOCAL) The Superintendent is authorized to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.

Staff Training and Compliance Evidence

Staff Training & Policy Access

- **Mandatory All-Staff Video:** Deployed custom SB 12 training video with system-tracked digital signature confirmations.
- **Multi-Format Access:** Provided staff direct access to applicable board policies through both electronic delivery and printed copies.

Vendor & Public Communication

- **Website Disclosure:** Published [compliance memorandum](#) under *Required Postings* on the district website.
- **Ongoing Contracting Protocol:** Compliance memorandum distributed to major current vendors (WRA, Gallagher, ARC) and integrated into future vendor contracting. We are also looking into the possibility of integrating a statement into our purchase orders that vendors receive as well as making it a part of our new vendor packet.

Parental Consent Modifications

- **Parent Permissions:** Established prior written consent processes for specific student clubs and health/counseling services.

Texas Senate Bill 12

Van Alstyne ISD

Watch on YouTube

Policy DF Legal - Termination of Employment

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Van Alstyne ISD
05/10/25
TERMINATION OF EMPLOYMENT
DF
(LEGAL)

Note: For a detailed treatment of termination and nonrenewal of educator contracts, see policies DF1A and DF1B (Probationary Contracts), and DF1A and DF1B (Term Contracts).

Withholding Information: An attempt by any district employee to encourage or cause a child to withhold information from the child's parent is grounds for dis...

Policy DH Local - Employee Standards of Conduct

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Van Alstyne ISD
05/10/25
EMPLOYEE STANDARDS OF CONDUCT
DH
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educator's Code of Ethics. [See DH10HBIT].

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

I have watched the Texas Senate Bill 12 video - All Staff Required *

☐ Yes ☐ No

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Fiscal & Operational Impact Analysis



Cost Savings

Resource and Personnel Impact

- Compliance generated zero financial return or cost reductions for district operations
- Fulfilling mandates required significant hours across departments for:
 - Legal and board policy analysis
 - Training curriculum development & tracking
 - Memorandum drafting and distribution

Public Hearing and Guidelines

We invite public comments on the district's compliance report prior to the Board vote. Per TEC § 39.008, this public hearing provides a formal platform for community testimony to inform trustee deliberations.

The hearing is structured to receive public comments rather than serve as an open Q&A or dialogue. Following public testimony, the Board will deliberate and vote on the compliance certification.