

Section 1: School System Information

Name of School District or Charter School: Midway ISD

County-District Number (CDN): 161903

Superintendent/CEO Name: Dr. Chris Allen

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 and digital notice of the changes to these policies by communications dated August 25, 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.

In compliance with TEC, §§39.008, 11.005, and 28.0022, certain student-initiated clubs were discontinued and written notice of the expectation to comply with all aspects of TEC, §§39.008, 11.005, and 28.0022 were added to the new employee information packet, vendor application packet and conveyed in the District's Employee Handbook. Additionally, District leadership has received on-going training related to these topics since July of 2025.

Section 4: Cost Savings

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

Total cost savings: \$ There were no cost savings, and, in fact, compliance directly or indirectly cost the District \$5,000 and \$10,000.

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

Section 5: Board Approval

Date of Board/Governing Body Meeting: September 18, 2026

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

Public testimony opportunity provided during meeting: X Yes ☐ No

Certification approved by majority vote: X 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: _____

Date: _____

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

Notary Public, State of Texas