



Certification of Compliance Required by Texas Education Code §39.008

Section 1: School System Information

Name of School District: Pasadena ISD

County-District Number (CDN): 101-917

Superintendent Name: Dr. Toni Lopez

Certification School Year: 2026-2027

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.

The below-linked Local Policies have been revised by Pasadena ISD to ensure compliance with Texas Education Code Sections 11.005(c) related to DEI prohibitions and 28.0022(h) concerning certain instructional requirements and prohibitions:

- [BJCF\(Local\) – Superintendent: Nonrenewal – Pasadena ISD Board Policy Manual - Policy Online](#)
- [CJ\(Local\) – Contracted Services – Pasadena ISD Board Policy Manual - Policy Online](#)
- [DFBB\(Local\) – Term Contracts: Nonrenewal – Pasadena ISD Board Policy Manual - Policy Online](#)
- [DH\(Local\) – Employee Standards of Conduct – Pasadena ISD Board Policy Manual - Policy Online](#)

In addition, the following, linked Legal Frameworks have been updated to reflect the currently enacted Texas Education Code Sections 11.005(c) and 28.0022(h):

- [BT\(Legal\) – Prohibition on Diversity, Equity, and Inclusion Activities – Pasadena ISD Board Policy Manual - Policy Online](#)
- [CJ\(Legal\) – Contracted Services – Pasadena ISD Board Policy Manual - Policy Online](#)
- [DF\(Legal\) – Termination of Employment – Pasadena ISD Board Policy Manual - Policy Online](#)

The District's Employee Handbook was also updated to address compliance with both statutes. Notice of Board Action related to Policy Updates, as well as the updated policies are posted online at <https://meetings.boardbook.org/Public/Organization/1894> and <https://pol.tasb.org/PolicyOnline?key=597>, and may be printed on demand. Annually, employees are further provided an electronic copy of the District's employee handbook and the opportunity to print a physical copy of the document, if desired. In addition, employees are provided with access to a printed copy of the employee handbook policy manual at the District Administration Building.



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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.

Beyond the Legal Frameworks and Local Policies identified in Section 2, the following Legal Frameworks have also been updated to reflect the current text and/or standards found in Texas Education Code Sections 39.008, 11.005 and 28.0022:

- [BJA\(Legal\) – Superintendent: Qualifications and Duties – Pasadena ISD Board Policy Manual - Policy Online](#)
- [CDC\(Legal\) – Other Revenues: Gifts and Solicitations – Pasadena ISD Board Policy Manual - Policy Online](#)
- [CMD\(Legal\) – Equipment and Supplies Management: Instructional Materials Care and Accounting – Pasadena ISD Board Policy Manual - Policy Online](#)
- [CQA\(Legal\) – Technology Resources: District, Campus, and Classroom Websites – Pasadena ISD Board Policy Manual - Policy Online](#)
- [DG\(Legal\) – Employee Rights and Privileges – Pasadena ISD Board Policy Manual - Policy Online](#)
- [EMB\(Legal\) – Miscellaneous Instructional Policies: Teaching About Controversial Issues – Pasadena ISD Board Policy Manual - Policy Online](#)
- [FOA\(Legal\) – Student Discipline: Removal by Teacher or Bus Driver – Pasadena ISD Board Policy Manual - Policy Online](#)

Again, notice of Board Action related to Policy Updates and the corresponding updated policies are posted online at <https://meetings.boardbook.org/Public/Organization/1894> and <https://pol.tasb.org/PolicyOnline?key=597> and are available for printing on demand.

The District has also added language to its bid and solicitation documents informing vendors of Texas Education Code Section 11.005's DEI prohibitions applicable to the District and its contractors. To the maximum extent possible, the District also includes comparable language in its contracts with vendors and/or purchase order terms and conditions. Additionally, the District has further began implementation of a plan to have one teacher and one administrator from each campus attend the Texas Education Agency's civics training designed to facilitate the teaching of civics curriculum aligned with requirements in TEC Sections 28.002 and 28.0022. Pasadena ISD has further updated guidance and direction provided to staff members to reflect the new statutory language and/or requirements related to prohibited instructional practices under Texas Education Code Section 28.0022, as well as prohibited DEI activities, including but not limited to potential consequences for violations, under Texas Education Code Section 11.005.



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Section 4: Cost Savings

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

Total cost savings: \$ 00.00

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

Not applicable.

Section 5: Board Approval

Date of Board/Governing Body Meeting: September 22, 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, to my knowledge, 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, and 28.0022.

Superintendent Signature: _____

Date: _____

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

Notary Public, State of Texas