

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Clear Creek Independent School District

County-District Number (CDN): 84910

Superintendent/CEO Name: Dr. Karen Engle

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.

BJCF(LOCAL) Superintendent: Nonrenewal – The list of reasons a superintendent’s contract may be nonrenewed was updated to include engaging or assigning diversity, equity, and inclusion (DEI) duties, as well as instructional activities prohibited by law.

BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities – This new legal framework addresses SB 12’s prohibition on DEI activities, including definitions and prohibited activities and certification requirements.

CJ (LEGAL) and (LOCAL) Contracted Services – These policies were updated to reflect that: (1) District contractors are prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law, as specifically set forth in EMB(LEGAL); (2) violation shall result in termination of the contract; (3) a contract is subject to termination if a District contractor intentionally or knowingly engages in DEI duties or assigns to another individual DEI duties; and (4) a District contractor shall be permitted to appeal termination in accordance with GF(LOCAL).

DF(LEGAL) Termination of Employment – The legal framework addresses the prohibition on DEI and prohibited classroom instruction.

DFBB(LOCAL) Term Contracts: Nonrenewal – The list of reasons a term contract employee may be nonrenewed was updated to include engaging in or assigning DEI duties and instructional activities prohibited by law.

DH(LOCAL) Employee Standards of Conduct – This policy was updated to reflect that an employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law, as specified in EMB(LEGAL) and that an employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly engages in DEI duties or assigns to another individual DEI duties.

The District's purchasing website and General Terms and Conditions included in District solicitations and contracts provides contractors with notice of the SB 12 prohibitions on DEI duties and instructional activities prohibited by law.

The Employee Handbook, which all employees must read and acknowledge annually as part of mandatory staff development, provides employees with notice of the SB 12 prohibitions on DEI duties and instructional activities prohibited by law.

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.

BJA(LEGAL) Superintendent: Qualifications and Duties – The legal framework was updated to include information regarding the required certifications to TEA.

BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities – This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.

CDC(LEGAL) Other Revenues: Gifts and Solicitations – A district may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in Education Code 28.0022(a)(4)(A).

CJ(LEGAL) and (LOCAL) Contracted Services – Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.

CMD(LEGAL) Equipment and Supplies Management: Instructional Materials Care and Accounting – In providing instructional materials for each subject in the required curriculum and each grade level, the district protects students from obscene or harmful content as necessary for compliance with Education Code 28.0022.

CQA(LEGAL) Technology Resources: District, Campus, and Classroom Websites – The list of required website postings was updated to reflect that a district must post notice at least seven days before the date on which a meeting is held to discuss the certification of compliance with Education Code 11.005 and 28.0022.

DG(LEGAL) Employee Rights and Privileges – Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be subject to discipline for an allegation that they did so if they are using SBOE-approved instructional materials and teaching with fidelity.

EMB(LEGAL) Miscellaneous Instructional Policies: Teaching About Controversial Issues – The legal framework at this code was updated with the information from Education Code 28.0022.

FOA(LEGAL) — Student Discipline: Removal by Teacher or Bus Driver – A teacher may not remove a student from class based on a single incident of behavior if the student is reasonably discussing certain debated and controversial topics subject to Education Code 28.0022.

The Student Handbook and student enrollment process were updated to include information about parental rights and options in compliance with SB 12, including the right to consent to medical, psychiatric, and psychological treatment of children without obstruction or interference from a school district, and to withhold consent for or exempt children from certain activities and instruction.

Section 4: Cost Savings

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

Total cost savings: \$ N/A

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

Section 5: Board Approval

Date of Board/Governing Body Meeting: August 24, 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: _____

Date: _____

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

Notary Public, State of Texas