

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Henderson ISD

County-District Number (CDN): 201902

Superintendent/CEO Name: Brian Bowman

School Certification 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.

Policy	Relevancy	Numbered Update
BJCF(LOCAL) Superintendent nonrenewal	Engaging or assigning DEI duties, as well as instructional activities prohibited by law were included in the list of reasons the superintendent's contract may be nonrenewed.	127
BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB12's prohibition of DEI activities. Definitions and prohibited activities and certification requirements.	126
CJ(LEGAL) and (LOCAL) Contracted Services	The new provisions adopted 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.	126

DF(LEGAL) Termination of employment	The legal framework addresses the prohibition on DEI duties and prohibited classroom instruction.	126
DFBB(LOCAL) Term Contracts: Non-renewal	Engaging in or assigning prohibited DEI duties or instructional activities prohibited by law is included among the reasons a term-contract employee may be nonrenewed.	126
DH(LOCAL) Employee Standards of Conduct	The policy includes sections concerning prohibited classroom instruction or activities and prohibited diversity, equity, and inclusion duties.	126

Employees and Contractors were notified of these policies and procedures in the following ways:

- These policies and procedures are incorporated into the Employee Handbook and the Board Policy Manual which are available on the district website. Employees are required to acknowledge receipt and understanding of the Employee Handbook upon hire and annually thereafter.
- These policies and procedures are detailed in the Code of Conduct and Student Handbooks and were reviewed by all staff prior to the beginning of the school year.
- Policy FDB (Admissions), Policy FDA (Transfers), Policy DEA (Compensation Plan), Policy CV (Facilities Construction), Policy CH (Purchasing), and Policy AE or AEA (Educational Philosophy) were reviewed and policy language communicated to relevant stakeholders

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or training altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☐ **Yes**

If yes, describe or attach a copy of the changes below.

Policy	Relevancy	Numbered Update
BJA(LEGAL) Superintendent: Qualifications and Duties	The legal framework includes information concerning the certifications that must be provided to TEA.	126
BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities	The legal framework addresses Senate Bill 12's prohibition on DEI activities and includes relevant definitions, prohibited activities, and certification requirements.	126
CDC(LEGAL) Other Revenues: Gifts and Solicitations	A district may not accept private funding to develop, purchase, or select curriculum materials or to provide teacher training or professional development related to a concept listed in Texas Education Code 28.0022(a)(4)(A).	119
CJ(LEGAL) and CJ(LOCAL) Contracted Services	The provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties prohibited under Senate Bill 12. Violations may result in termination of the contract.	126
CMD(LEGAL) Equipment and Supplies Management: Instructional Materials Care and Accounting	When providing instructional materials for the required curriculum and grade levels, the district protects students from obscene or harmful	122

	content as required for compliance with Texas Education Code 28.0022.	
CQA(LEGAL) Technology Resources: District, Campus, and Classroom Websites	The legal framework includes the requirement to post notice at least seven days before the meeting at which the certification of compliance with Texas Education Code 11.005 and 28.0022 are discussed.	126
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 disciplined based on an allegation that they did so while using SBOE-approved instructional materials and teaching with fidelity.	119 and 122
EMB(LEGAL) Miscellaneous Instructional Policies: Teaching About Controversial Issues	The legal framework includes the requirements established by the Texas Education Code 28.0022.	126
FOA(LEGAL) Student Discipline: Removal by Teacher or Bus Driver	A teacher may not remove a student from class based on a single incident when the student is reasonably discussing certain debated and controversial topics subject to Texas Education Code 28.0022.	126

Section 4: Cost Savings

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

Total cost savings: \$ _____

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

Section 5: Board Approval

Date of Board/Governing Body Meeting: September 8, 2026

Meeting notice was posted on LEA website at least seven days in advance: ☐ **Yes**

Public testimony opportunity provided during meeting: ☐ **Yes**

Certification approved by majority vote: ☐ **Yes**

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