

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: **Crosby Independent School District**

County-District Number (CDN): **101906**

Superintendent/CEO Name: **Dr. Paula Patterson**

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.

Since the passage of SB 12, the following policies were updated:

- **BJCF (Local):** 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.
- **BT (Legal):** This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.
- **CJ (Legal) and (Local):** 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.
- **DF (Legal):** The legal framework was revised to address the prohibition on DEI and prohibited classroom instruction.
- **DFBB (Local):** Engaging or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons a term contract employee may be nonrenewed.
- **DH (Local):** Sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.

Employee and Contractor Notification:

Employees: Employees are notified annually in the Employee Handbook. Employees are provided a copy of the Employee Handbook and acknowledge receipt of it annually.

Contractors: Contractors are notified through a notification form that is included in the District's vendor packet, standard bid documents, and consultant packets.

Employees and contractors are also provided notice through the District's Board Policy Manual which is available online. Physical copies of the contractor and employee notifications are maintained in the front office of each District campus.

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.**

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

Since the passage of SB 12, the following policies were updated:

- **BJA (Legal):** The legal framework was updated to include information regarding the required certifications to TEA.
- **BT (Legal):** This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.
- **CDC (Legal):** 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):** Adopted new provisions reflecting 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):** 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):** 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):** 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):** The legal framework at this code was updated with the information from Education Code § 28.0022.
- **FOA (Legal):** 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 District further updated its employee handbook, vendor packet, consultant packet, and bid forms to ensure notification of and compliance with TEC §§ 39.008, 11.005, and 28.002.

Section 4: Cost Savings

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

Total cost savings: **\$0.00**

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

Section 5: Board Approval

Date of Board/Governing Body Meeting: **September 21, 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: _____

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