



## SB 12 / TEC §39.008

### Certification of Compliance with Certain Laws Required

#### Section 1: School System Information

Name of School District or Charter School: Levelland ISD

County-District Number (CDN): 110-902

Superintendent/CEO Name: Dr. Donald Heseman

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.

| Policy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Relevancy                                                                                                                                                                                                | Numbered Updates |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Section 2 of TEA's Compliance Certification Template [11.005(c) and 28.0022(h)]                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                          |                  |
| The District's policies and procedures are set out in the Board's adopted policy manual, the employee handbook, and any accompanying regulations. Employees and contractors are provided copies of these policies and procedures electronically, and printed copies of these policies are available throughout the District. Electronic copies are available at all times through the District's online policy manual at <a href="https://pol.tasb.org/PolicyOnline?key=664">https://pol.tasb.org/PolicyOnline?key=664</a> . |                                                                                                                                                                                                          |                  |
| 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 SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.                                             | 126              |
| 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. | 126              |

| Policy                                       | Relevancy                                                                                                                                                                 | Numbered Updates |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| DF(LEGAL) —<br>Termination of Employment     | The legal framework was revised to address the prohibition on DEI and prohibited classroom instruction.                                                                   | 126              |
| DFBB(LOCAL) —<br>Term Contracts: Nonrenewal  | 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. | 126              |
| DH(LOCAL) —<br>Employee Standards of Conduct | Sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.                                             | 126              |

### 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.

| Policy                                                                                         | Relevancy                                                                                                                                                                                                                                                     | Numbered Updates |
|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| BJA(LEGAL) —<br>Superintendent: Qualifications and Duties                                      | The legal framework was updated to include information regarding the required certifications to TEA.                                                                                                                                                          | 126              |
| BT(LEGAL) —<br>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.                                                                                                  | 126              |
| CDC(LEGAL) —<br>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). | 119              |
| CJ(LEGAL) and (LOCAL) —<br>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.                                                      | 126              |
| CMD(LEGAL) —<br>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                                                                                                 | 122              |

| Policy                                                                                 | Relevancy                                                                                                                                                                                                                                                                                  | Numbered Updates |
|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
|                                                                                        | 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.                                            | 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 subject to discipline for an allegation that they did so if they are using SBOE-approved instructional materials and teaching with fidelity. | 119 and 122      |
| 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.                                                                                                                                                                                             | 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 of behavior if the student is reasonably discussing certain debated and controversial topics subject to Education Code 28.0022.                                                                                   | 126              |

## Section 4: Cost Savings

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

Total cost savings: \$ 0

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

## Section 5: Board Approval

Date of Board/Governing Body Meeting: September 16, 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 Signature: \_\_\_\_\_

Date: \_\_\_\_\_

SWORN TO AND SUBSCRIBED before me on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Notary Public, State of Texas