

Notification of Disciplinary Policies and Procedures Pursuant to SB 12

Dear Employee or Contractor,

Pursuant to Tex. Educ. Code §11.005(c) which states "[a] school district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties" and Tex. Educ. Code §28.0022(h) which states "[a] school district or open-enrollment charter school shall adopt a policy and procedure for the appropriate discipline, including termination, of a district or school employee or contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by this section," the District is hereby providing you links to Board Policies [DF\(LEGAL\)](#), [EMB\(LEGAL\)](#) and [CJ\(LOCAL\)](#) which govern these prohibited activities. A printed version of these policies is available upon request.

Any employee or contractor who is in violation of Tex. Educ. Code §11.005 shall be subject to the District's disciplinary policies and procedures as found in the Board Policy, including but not limited to Board Policy DH, DCD, DF, DFAA, DFAB, DFBA, and DFBB. In accordance with Tex. Educ. Code §11.005, no employee or contractor shall intentionally or knowingly engage in or assign to another person diversity, equity, and inclusion duties.

Any employee or contractor who is in violation of Tex. Educ. Code §28.0022 shall be subject to the District's disciplinary policies and procedures as found in Board Policy, including but not limited to Board Policy DH, DCD, DF, DFAA, DFAB, DFBA, DFBB, and EMB. In accordance with Tex. Educ. Code §28.0022 a teacher, employee, or contractor for the District may not engage in any of the prohibited activities regarding course curriculum and other instructional requirements.

Respectfully,



Sean Scott, Ed.D.
Superintendent of Schools