

TEC §39.008: Certification of Compliance with Certain

Laws Required Section 1: School System Information

Name of School District or Charter School: McKinney Independent School District

County-District Number (CON): 043907

Superintendent/CEO Name: Shawn Pratt, Superintendent of Schools

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, §§11.00S(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures.

McKinney ISD Board Policy DH (LOCAL) *Employee Standards of Conduct* and the 2026-2027 McKinney ISD Employee Handbook communicate employee standards of conduct and cite that violations result in disciplinary action. Board Policy DH (LOCAL) also includes information on prohibited diversity, equity, and inclusion duties as defined by Board Policy BT (LEGAL) *Prohibition on Diversity, Equity, and Inclusion Activities* and information on prohibited classroom instruction as outlined in Board Policy EMB (LEGAL) *Miscellaneous Instructional Policies: Teaching About Controversial Issues*. Board Policy DF (LEGAL) is the legal framework for *Termination of Employment*.

The information below describes the manner in which district employees and contractors receive notification of the policies and procedures:

McKinney ISD informed all employees of the policies by providing both electronic and physical copies. An electronic version of the policies was shared in the McKinney ISD Employee Handbook, which was a part of the District's compliance training. In August 2026, all current employees were provided a physical copy of the policies and Employee Handbook language and signed an acknowledgment log with name and date at each McKinney ISD campus and McKinney ISD department. Campus leaders and department supervisors will keep documentation that all employees received this information for the 2026-2027 school year through September 30, 2026. After October 1, 2026, for the remainder of the 2026-2027 school year, the Human Resources Department will provide a physical copy to all new employees and maintain the receipt/acknowledgment log. Additionally, upon hiring, each new employee will be required to acknowledge the McKinney ISD Employee Handbook in the required compliance training.

Private contractors who apply to work in McKinney ISD will be notified of the SB

Additionally, other policies or procedures relating to compliance with Texas Education Code §11.005, and §28.0022, and §39.008 include the following: BJA (Legal) Superintendent: Qualifications and Duties, BJCF (LOCAL) Superintendent: Nonrenewal, CDC (LEGAL) Other Revenues: Gifts and Solicitations, CJ (LEGAL) and CJ (LOCAL) Contracted Services, CQA (LEGAL) Technology Resources: District, Campus, and Classroom Websites, OFBB (LOCAL) Term Contracts: Nonrenewal, EMB (LOCAL) Miscellaneous Instructional Policies: Teaching About Controversial Issues, and FOA (LEGAL) Student Discipline: Removal by Teacher or Bus Driver

The Texas Association of School Boards (TASB) Policy Service issued revisions to LEGAL Board Policies and proposed revisions to LOCAL Board Policies based on changes resulting from the 89th Texas Legislative Session as it relates to compliance with certain laws pursuant to Senate Bill 12. McKinney ISD complies with all applicable laws. Updates to board policies to ensure compliance with Texas Education Code §39.008, §11.005, and §28.0022 are reflected in the McKinney Online Board Policy Manual accessible at <https://pol.tasb.org/PolicyOnline?key=310> and described below.

BJA (LEGAL)	<i>Superintendent: Qualifications and Duties</i>	The legal framework was updated to include a section on the <i>Certification of Compliance with Certain Laws</i> relating to <i>Diversity, Equity, and Inclusion and Instructional Prohibitions</i> .
BT (LEGAL)	<i>Prohibition on Diversity, Equity, and Inclusion Activities</i>	This is a new legal framework to address the prohibitions on diversity, equity, and inclusion activities pursuant to Senate Bill 12. Sections on <i>Definitions, Prohibited Activities, Activities Not Prohibited</i> and <i>Certification Required</i> are included.

CJ (LEGAL)	<i>Contracted Services</i>	The legal framework was revised to include sections on <i>Prohibition on Diversity, Equity, and Inclusion</i> and <i>Prohibited Classroom Instruction</i> .
CQA (LEGAL)	<i>Technology Resources: District, Campus and Classroom Websites</i>	The list of required website postings was updated to reflect posting requirements for the certification of compliance with certain laws as required by Texas Education Code §39.008.
DF (LEGAL)	<i>Termination of Employment</i>	The legal framework was revised to include sections on <i>Prohibition on Diversity, Equity, and Inclusion</i> and <i>Prohibited Classroom Instruction</i> .

EMB (LEGAL)	<i>Miscellaneous Instructional Policies: Teaching About Controversial Issues</i>	The legal framework was revised to include a section on <i>Employee and Contractor Discipline Policy</i> related to prohibited classroom instruction.
FOA (LEGAL)	<i>Student Discipline: Removal By Teacher or Bus Driver</i>	The legal framework was updated with information from Texas Education Code §28.0022 related to instruction on controversial topics.
BJCF (LOCAL)	<i>Superintendent Nonrenewal</i>	The list of reasons for nonrenewal of the Superintendent's contract was updated to include engaging in or assigning diversity, equity, and inclusion duties prohibited by law and instructional activities prohibited by law.
CJ (LOCAL)	<i>Contracted Services</i>	Sections on <i>Prohibited Classroom Instruction or Activities</i> and <i>Prohibited Diversity, Equity, and Inclusion Duties</i> were added to this policy.
DH (LOCAL)	<i>Employee Standards of Conduct</i>	Sections on <i>Prohibited Classroom Instruction or Activities</i> and <i>Prohibited Diversity, Equity, and Inclusion Duties</i> were added to this policy.
DFBB (LOCAL)	<i>Term Contracts Nonrenewal</i>	The list of reasons for proposed nonrenewal of an employee's term contract now includes engaging in or assigning diversity, equity, and inclusion duties prohibited by law and instructional activities prohibited by law.

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008?

☐ Yes ☒ No Total cost savings:\$ **0.00**

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

Not Applicable.

Section 5: Board Approval

Date of Board/Governing Body Meeting: **September 14, 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