

Baird ISD Administrative Procedure

Compliance with Texas Education Code §§11.005(c) and 28.0022(h)

Purpose

Baird ISD is committed to complying with all applicable provisions of the Texas Education Code regarding employee conduct, instructional requirements, and prohibited diversity, equity, and inclusion (DEI) duties. This administrative procedure supplements Board policy and establishes the notification and enforcement procedures required by Texas Education Code §§11.005(c) and 28.0022(h).

Applicable Board Policies

This procedure is implemented in conjunction with the following Board policies, as adopted and amended:

- BJA (LEGAL)
- BT (LEGAL)
- BJCF (LOCAL)
- CDC (LEGAL)
- CJ (LEGAL & LOCAL)
- CMD (LEGAL)
- DF (LEGAL)
- DFBB (LOCAL)
- DG (LEGAL)
- DH (LOCAL)
- EMB (LEGAL)
- FOA (LEGAL)

Employee and Contractor Expectations

District employees and contractors shall not intentionally or knowingly:

1. Engage in or assign duties prohibited by Texas Education Code §11.005.
2. Engage in instructional practices or assign activities prohibited by Texas Education Code §28.0022.

3. Direct another employee or contractor to engage in conduct prohibited by either statute.

All employees and contractors are expected to comply with applicable state law, Board policy, administrative regulations, and directives issued by the Superintendent.

Reporting

Any employee who becomes aware of conduct that may violate these requirements should promptly report the matter to his or her immediate supervisor or another appropriate administrator. Reports will be reviewed promptly and, when appropriate, investigated in accordance with District procedures.

Investigation and Discipline

The Superintendent or de Employee Signature Date

signee shall investigate reports of alleged violations.

If it is determined that an employee or contractor intentionally or knowingly violated Texas Education Code §§11.005 or 28.0022, the District may impose appropriate disciplinary action, up to and including termination of employment or termination of the contractual relationship, consistent with Board policy, applicable law, and the employee's due process rights.

Employees shall be given all procedural protections required by law and Board policy.

Notification

The District shall provide each employee and contractor with both electronic and physical access to:

- This administrative procedure;
- Applicable Board policies; and
- Any future revisions required by law.

Notification shall occur:

- Upon initial employment or execution of a contract;
- At the beginning of each school year; and
- Whenever these procedures are materially revised.

The Human Resources Office shall maintain documentation that employees and contractors have been notified of these requirements.

Responsibility

The Superintendent is responsible for implementing this procedure and ensuring District compliance with Texas Education Code §§11.005(c), 28.0022(h), and 39.008.

Employee Signature

Date