

Compliance Certification Template

TEC §39.008: Certification of Compliance with Certain Laws Required

The template on the following pages is provided to assist Texas school systems in complying with the certification requirements under Texas Education Code [TEC] §39.008, as enacted by Senate Bill 12 (89th Texas Legislative Session). The completed certification must be approved by the governing body in a public meeting and submitted electronically through the AskTED application no later than September 30 of each school year to the Texas Education Agency (TEA).

This page is provided for informational purposes only and may be removed prior to submission.

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Brackett ISD

County-District Number (CDN): 136901

Superintendent/CEO Name: Eliza Diaz

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.

BJCF(LOCAL), BT(LEGAL), CJ(LEGAL) AND (LOCAL), DF(LEGAL), DFBB(LOCAL), AND DH(LOCAL)

Brackett ISD has adopted policies and procedures addressing the requirements of TEC 11.005(c) and 28.0022(h). These policies and procedures address the prohibition of diversity, equity, and inclusion duties and the applicable instructional requirements and prohibited instructional activities.

The District notified employees and contractors of these policies and procedures through written notices distributed both physically by mail and electronically by email.

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.

BJA(LEGAL), BT(LEGAL), CDC(LEGAL), CJ(LEGAL) AND (LOCAL), CMD(LEGAL), CQA(LEGAL), AND DG(LEGAL)

Brackett ISD updated applicable policies, procedures, notices, and training materials to ensure compliance with TEC 39.008, 11.005, and 28.0022, as amended by SB 12. The District also developed and provided employee and contractor notices addressing applicable requirements and restrictions.

Section 4: Cost Savings

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

Total cost savings: \$ _____

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

No identifiable cost savings resulted from actions taken to comply with TEC 39.008
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Section 5: Board Approval

Date of Board/Governing Body Meeting: _____

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/CEO Signature: _____

Date: _____

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

Notary Public, State of Texas



BRACKETT INDEPENDENT SCHOOL DISTRICT
P.O BOX 586
BRACKETTVILLE, TX 78832-0586
Phone (830) 563-2491 www.brackettisd.net

To: All District Staff

From: Eliza Diaz, Superintendent

Date: September 14, 2026

Brackett ISD, like other public schools, is obligated to inform all staff of this law. Please know you can always talk with your administrator/supervisor, who will help you with any questions/concerns in advance of issuing violations or consequences associated with this law.

Please contact your administrator/supervisor with questions. Thank you for your cooperation and continued support of Brackett ISD students.

The following sections explain the law:

Texas public school districts are required to implement updated guidelines regarding Diversity, Equity, and Inclusion (DEI) practices due to 89th legislative changes (2025), specifically Senate Bill 12. Effective immediately, all staff in Texas public schools are required to comply with TEC §11.005, which restricts DEI-related activities in public education settings.

Statutory Definition of Prohibited Duties

Under state law, "diversity, equity, and inclusion duties" are prohibited on behalf of the district. Except as strictly required by state or federal law, no employee, contractor, or volunteer may:

- Influence hiring or employment practices with respect to race, sex, color, or ethnicity.
- Promote differential treatment or provide special benefits to individuals on the basis of race, color, or ethnicity.
- Develop or implement policies, procedures, training, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation.
- Compel, require, induce, or solicit any person to provide a DEI statement or give preferential consideration based on one.

Note: This prohibition does not restrict standard classroom instruction consistent with the TEKS, federal anti-discrimination compliance data collection, or the celebration of state/federal holidays and commemorative months as outlined in history curricula.

What You Need to Know

- The law prohibits the promotion, endorsement, or enforcement of specific DEI initiatives.
- This law applies to training sessions, hiring practices, campus programs, and communications involving staff or students.
- All school materials and interactions must align with the district's instructional and professional standards, as well as state law.
- Employees are entitled to due process, including the right to appeal disciplinary action.

What's Expected of You

- Review any instructional materials, programs, or staff communications for alignment with this policy.
- Refrain from participating in or organizing DEI activities that conflict with Senate Bill 12.
- Report any concerns or policy-related questions to your campus administrator.

Consequences for Noncompliance

Violations may lead to disciplinary actions, including:

- Formal reprimands
- Suspension (with or without pay), Termination of employment
- Referral to the State Board for Educator Certification (SBEC)

Local policies DF and DH have been updated to reflect the legal requirements and restrictions.

Please contact your administrator or the Human Resources office with questions. Thank you for your cooperation and continued support of Brackett ISD students.

<u>Legal Policy DF</u>	<u>Local Policy DH</u>
Prohibition on Diversity, Equity, and Inclusion A 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. The district shall provide a physical and electronic copy of the policy and procedure to each district employee or contractor. The policy and procedure adopted by a district must ensure that an employee or contractor receives adequate due process and an opportunity to appeal disciplinary actions, including termination, in the same manner provided for other disciplinary actions. [See BT Education Code 11.005(c)-(d)]	Prohibited Diversity, Equity, and Inclusion Duties An employee shall be subject to disciplinary action, including termination of employment, if the employee intentionally or knowingly: Engages in diversity, equity, and inclusion (DEI) duties. Assigns to another individual DEI duties. [See BT(LEGAL)]
Prohibited Classroom Instruction A district 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 Education Code 28.0022 (Certain Instructional Requirements and Prohibitions). The district shall provide a physical and electronic copy of the policy and procedure to each district or school employee or contractor. [See EMD] Education Code 28.0022(h)	Prohibited Classroom Instruction or Activities An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB]. Brackett ISD School Policies

Sincerely,

Eliza Diaz

Eliza Diaz, Superintendent of Schools
Brackett ISD



BRACKETT INDEPENDENT SCHOOL DISTRICT
P.O BOX 586
BRACKETTVILLE, TX 78832-0586
Phone (830) 563-2491 www.brackettisd.net

BRACKETT ISD Notice to Current Vendors and Contractors

Education Code 11.005(c)-(d) and 28.0022(h) each require the District to provide a physical and electronic copy of its policy and procedure to every district or school contractor. The notice below is drafted to satisfy that requirement for the District's existing vendor base and to create a written acknowledgment on file for each vendor.

Re: Notice of District Policy CJ(LOCAL)—Contracted Services

Dear Vendor,

Brackett ISD is providing this notice and copy of policy to each of its current contractors and vendors in accordance with recent changes to Texas law affecting district contractors, including Texas Education Code sections 11.005 and 28.0022.

As a District contractor, you and your employees or agents performing work under any agreement with the District are prohibited from engaging in, or assigning to another person, diversity, equity, and inclusion duties as defined by Texas Education Code section 11.005, and from engaging in any instruction, guidance, activity, or programming prohibited by Texas Education Code sections 28.0022 and 28.0043, including instruction, guidance, activities, or programming regarding sexual orientation and gender identity directed at students in prekindergarten through grade 12.

In accordance with state law, which requires that the District adopt a policy and procedure for the appropriate discipline, including termination, for violation of the above, and which also requires that the District provide a copy of said policies and procedures, the District hereby provides a copy of the following policies, which are codified within District Policy CJ (LOCAL):

Prohibited Classroom Instruction or Activities

A District contractor is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB(LEGAL)]. Violation of this policy shall result in termination of the contract. A District contractor shall be permitted to appeal this action in accordance with this policy.

Prohibition on Diversity, Equity, and Inclusion

A contract is subject to termination if the District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties for services rendered to the District.
- Assigns to another individual DEI duties.

A District contractor shall be permitted to appeal this action in accordance with this policy.

A violation of these prohibitions may result in termination of your agreement with the District, subject to your right to appeal in accordance with District policy GF(LOCAL). A complete copy of policy CJ(LOCAL) is available for your review at _____.

Please sign and return the enclosed acknowledgment confirming receipt of this notice and policy CJ(LOCAL) at your earliest convenience.

Sincerely,

Eliza Diaz

Eliza Diaz, Superintendent of Schools
Brackett ISD

BRACKETT ISD Notice to Current Vendors and Contractors

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Acknowledgment of Receipt

I acknowledge that I have received a copy of _____ ISD Board policies regarding the District's prohibitions on diversity, equity, and inclusion duties (Texas Education Code 11.005) and prohibited classroom instruction and activities (Texas Education Code 28.0022 and 28.0043). On behalf of the vendor/contractor named below, I agree to comply with these requirements in connection with any work performed for or on behalf of _____ ISD.

Vendor/Contractor Name: _____

Signature: _____

Printed Name/Title: _____

Date: _____

Please return by hand delivery, mail or via email:

Brackett ISD

Veronica Ibanez

P.O. Box 586

Brackettville, TX 78832

Veronica.ibanez@brackettisd.net