

## TEC §39.008: Certification of Compliance with Certain Laws Required

### Section 1: School System Information

Name of School District or Charter School: White Settlement ISD

County-District Number (CDN):

Superintendent/CEO Name: Frank Molinar

Certification School Year: 2026-2027

### Section 2: Description of Required Policies and Procedures

Below are 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 Code                                  | SB 12 Relevancy                                                                                                                                                                | Update    |
|----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| BJCF(LOCAL)<br>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)<br>Prohibition of DEI Activities   | New legal framework addressing SB 12's prohibition on DEI activities. Definitions, prohibited activities, and certification requirements are included.                         | 126       |
| CJ(LEGAL) & CJ(LOCAL)<br>Contracted Services | Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties. Violations result in termination.        | 126       |
| DF(LEGAL)<br>Termination of Employment       | The legal framework was revised to address the prohibition on DEI and prohibited classroom instruction.                                                                        | 126 & 127 |
| 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       |

Employees and contractors were notified of the requirements through the attached letter, which was provided in both paper and digital formats. Employees are also required to sign an acknowledgment confirming receipt of the notification.



# **WHITE SETTLEMENT**

## **INDEPENDENT SCHOOL DISTRICT**

Superintendent's Office • 8224 White Settlement Road • White Settlement, TX 76108

### **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,

Frank Molinar,  
Superintendent of Schools