
Grapevine-Colleyville Independent School District

Board Action Item

Action or Consent:	Action
Meeting Date:	September 28, 2026
Subject:	Consider and Approve Certification of Compliance with Certain Laws under Texas Education Code §39.008, as enacted by Senate Bill 12 (89th legislative Session); Compliance with the requirements of Texas Education Code §§39.008, 11.005(c), Prohibition on DEI Duties, and 28.0022(h), Certain Instructional Requirements and Prohibitions
Contact Person:	Paula Barbaroux, Chief Operations Officer
Policy/Code:	BT(LEGAL), CJ(LEGAL and (LOCAL), DFBB(LOCAL), SH(LOCAL), and See Attached List in the Certification Document
Priority and Performance Objective:	Priority 1: Student Achievement and Post Secondary Preparedness Objective 1.1: Academic Growth and Development Priority 3: Parents, Families and Community Satisfaction and Engagement Objective 3.1: Parents and Families Satisfaction and Engagement Priority 4: Strong Financial Stewardship and Internal System Efficiency Objective 4.2: Effective and Efficient District Operations
Summary:	Beginning with the 2026-2027 school year, school districts are required to submit a board-approved certification of compliance with certain laws to the Texas Education Agency (TEA). Not later than September 30 of each year, the superintendent of

a school district shall certify to the TEA that the district is in compliance with Education Code §11.005 (prohibition on diversity, equity, and inclusion duties) and the instructional requirements and prohibitions under Education Code §28.0022 [see EMB].

This certification is to include a description of policies and procedures that provide for the appropriate discipline of employees or contractors who engage in diversity, equity, and inclusion activities or who violate prohibitions on discussing controversial issues in the classroom.

The certification must include:

1. A description of the policies and procedures required by Education Code §11.005(c) and §28.0022(h) and the manner in which district employees and contractors were notified of those policies and procedures;
2. Any existing policies, programs, procedures, or trainings that were altered to ensure compliance with Education Code §§39.008, 11.005, or 28.0022; and
3. Any cost savings resulting from actions taken by the school district to comply with this section.

The certification required by Education Code §39.008(a) must be approved by a majority vote of the board at a public meeting that includes an opportunity for public testimony and for which notice is posted on the district's website at least seven days before the date of the meeting. [Education Code §39.008]

GCISD posted the notice on the District's website on September 21, 2026.

Attachments:

TEA Certification of Compliance

Recommendation:

The recommendation is for the Board of Trustees to approve the certification of compliance with Texas Education Code §39.008 and the requirements of Texas Education Code §§11.005(c), prohibition on DEI duties and 28.0022(h), instructional requirements and prohibitions, as presented.

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Grapevine-Colleyville ISD

County-District Number (CDN): 220906

Superintendent/CEO Name: Dr. Jason Adams

Certification School Year: 2026-2027

Section 2: Description of Required Policies and Procedures

Provide a description 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.

The GCISD Board of Trustees has adopted TASB policy updates 119, 122, 126, and 127 to ensure compliance with the required statutes.

For TEC §§11.005(c) and 28.0022(h), the Board has adopted the following:

Policy	Relevancy	TASB Numbered Updates
Section 2 of TEA's Compliance Certification Template [11.005(c) and 28.0022(h)]		
BJCF(LOCAL) — 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) — Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.	126
CJ(LEGAL) and (LOCAL) — Contracted Services	Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.	126
DF(LEGAL) — Termination of Employment	The legal framework was revised to address the prohibition on DEI and prohibited classroom instruction.	126

Policy	Relevancy	TASB Numbered Updates
DFBB(LOCAL) — 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) — Employee Standards of Conduct	Sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.	126
Section 3 of TEA's Compliance Certification [39.008, 11.005, 28.0022]		
BJA(LEGAL) — Superintendent: Qualifications and Duties	The legal framework was updated to include information regarding the required certifications to TEA.	126
BT(LEGAL) — Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.	126
CDC(LEGAL) — Other Revenues: Gifts and Solicitations	A district may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in Education Code 28.0022(a)(4)(A).	119
CJ(LEGAL) and (LOCAL) — Contracted Services	Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.	126
CMD(LEGAL) — Equipment and Supplies Management: Instructional Materials Care and Accounting	In providing instructional materials for each subject in the required curriculum and each grade level, the district protects students from obscene or harmful content as necessary for compliance with Education Code 28.0022.	122
CQA(LEGAL) — Technology Resources: District, Campus, and Classroom Websites	The list of required website postings was updated to reflect that a district must post notice at least seven days before the date on which a meeting is held to discuss the certification of compliance with Education Code 11.005 and 28.0022.	126

Policy	Relevancy	TASB Numbered Updates
DG(LEGAL) — Employee Rights and Privileges	Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be subject to discipline for an allegation that they did so if they are using SBOE-approved instructional materials and teaching with fidelity.	119 and 122
EMB(LEGAL) — Miscellaneous Instructional Policies: Teaching About Controversial Issues	The legal framework at this code was updated with the information from Education Code 28.0022.	126
FOA(LEGAL) — Student Discipline: Removal by Teacher or Bus Driver	A teacher may not remove a student from class based on a single incident of behavior if the student is reasonably discussing certain debated and controversial topics subject to Education Code 28.0022.	126

GCISD reviewed its staff handbook and regulations for compliance. The TASB model staff handbook is used to ensure compliance with related laws and rules.

GCISD employees (including substitutes) were notified of the required policies, the prohibition on DEI, the prohibition on classroom instruction or activities, and the consequences for any violations via electronic and physical means. Employees (and substitutes) must also complete online training on the staff handbook and sign an acknowledgment that they have received and reviewed the handbook.

GCISD contractors were notified of the required policies, the prohibition on DEI, the prohibition on classroom instruction or activities, and the consequences for any violations via electronic and physical means.

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 Everything was already compliant.

If yes, describe or attach a copy of the changes below.

Section 4: Cost Savings

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

Total cost savings: \$ N/A

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

Section 5: Board Approval

Date of Board/Governing Body Meeting: Certification approved at the GCISD Board meeting on or September 28, 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

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 is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent Signature: _____ (Dr. Jason Adams)

Date: _____

SWORN TO AND SUBSCRIBED before me on this 28th day of September 28, 2026.

Notary Public, State of Texas