

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Temple ISD

County-District Number (CDN): 014909

Superintendent/CEO Name: Dr. Bobby Ott

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.

Please find the following policies that have been adopted by the Board of Trustees:

- 1.Board Policy BT (LEGAL): Provides that except as explicitly required by state or federal law, the District shall not assign DEI duties to any person and must proactively prohibit independent contractors from engaging in such activities.
- 2.Board Policy CJ (LEGAL) and (LOCAL): These policies govern contracted services and provide that a District contract is subject to termination if a contractor or vendor intentionally or knowingly engages in DEI duties or assigns such duties to another individual. It further establishes the appeal process through which an affected contractor may appeal an adverse contract action.
- 3.Board Policy DH (LOCAL): Outlines employee standards of conduct, including the prohibition against engaging in or delegating to another DEI duties.
- 4.Board Policy BJA (LEGAL): Requiring the Superintendent to certify to the Commissioner of Education the District's compliance with TEC Sections 39.008, 11.005 and 28.0022.
- 5.Board Policy CMD (LEGAL): Regarding the acquisition of instructional materials.
- 6.Board Policy DF (LEGAL): Providing for the appropriate discipline, including termination, of a District employee or contractor who intentionally or knowingly engages in or assigns to another person prohibited diversity, equity, and inclusion duties.
- 7.Board Policy DG (LEGAL): Providing that a teacher may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs.
- 8.Board Policy BJCF (LOCAL): Providing violation of the District's prohibition against engaging in or delegating to another DEI duties is a ground for Superintendent contract nonrenewal.

9.Board Policy EMB (LEGAL): Addressing the teaching of controversial topics, and prohibiting instruction, guidance, activities, or programming regarding sexual orientation and gender identity to students.

Temple ISD notified employees and contractors of the applicable policies and procedures through multiple methods designed to ensure awareness and compliance.

Employee Notification

- The 2026–2027 Employee Handbook was updated to incorporate the applicable statutory and policy changes required by Senate Bill 12.
- Changes between the 2025–2026 and 2026–2027 Employee Handbooks were identified to highlight new and revised requirements.
- All employees are required to acknowledge receipt of the Employee Handbook and certify that they have reviewed and understand the district's policies, procedures, and expectations.
- District administrative guidance and procedures were updated to support consistent implementation of the statutory requirements.

Contractor and Vendor Notification

- Temple ISD provided written notification to all contractors and vendors regarding the applicable requirements of Senate Bill 12.
- Notification was issued using the district's standardized contractor notification template developed by legal counsel (Leon Alcala).
- Contractors and vendors were informed of their responsibility to comply with all applicable provisions of Texas Education Code §§11.005 and 28.0022, as well as related Temple ISD policies and procedures, as a condition of providing services to the district.

Through these actions, Temple ISD has established, reviewed, and communicated the policies and procedures required by Texas Education Code §§11.005(c) and 28.0022(h). The district has taken the necessary steps to ensure that employees, contractors, and vendors have been informed of their responsibilities under Senate Bill 12 and that district practices are aligned with state law.

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.

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.

Section 5: Board Approval

Date of Board/Governing Body Meeting: August 10, 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 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