

As part of statewide 89th legislative changes (2025), the district has implemented and continues to implement updated guidelines regarding Diversity, Equity, and Inclusion (DEI) practices in Texas public schools. Effective immediately, all staff and outside contractors are required to comply with TEC §11.005, which restricts DEI-related activities in public education settings.

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 in accordance with Policy DGBA(LOCAL).

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 the superintendent or campus administrator.

Implications for Noncompliance

Violations may lead to disciplinary actions in accordance with Board Policy, including:

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

We appreciate your attention to this matter and your commitment to continued professionalism. These changes reflect the evolving legal landscape and we are committed to supporting you through this transition.

<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].

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