

Senate Bill 12 - Compliance Certification (DEI Prohibitions)

Status: **Submitted**

Odem-Edroy ISD has completed the annual compliance certification required by Senate Bill 12. The district reviewed and implemented the applicable policies and procedures, notified employees and contractors, obtained approval from the Board of Trustees, and submitted the completed certification electronically to the Texas Education Agency through the AskTED application before the September 30 deadline.

Background

Senate Bill 12 from the 89th Texas Legislative Session addressed parental rights in public education and requires school districts to certify compliance with provisions of the Texas Education Code concerning instruction and diversity, equity, and inclusion duties. The applicable certification requirement is established by [Texas Education Code 39.008](#).

Certification Completed

Odem-Edroy ISD has certified to the Texas Education Agency that the district is in compliance with [Texas Education Code 11.005](#), concerning prohibited diversity, equity, and inclusion duties, and [Texas Education Code 28.0022](#), concerning instructional requirements and prohibitions.

The completed certification identifies the policies and procedures required by Texas Education Code 11.005(c) and 28.0022(h), describes how district employees and contractors were notified of those policies and procedures, and identifies existing policies, programs, procedures, or training that were revised as necessary to ensure compliance.

Additional information is available in the Texas Education Agency's [To the Administrator Addressed correspondence](#) and the [TEA compliance certification template](#).

Compliance Actions Completed

- Reviewed the requirements of Senate Bill 12 and the related provisions of the Texas Education Code.
- Reviewed and implemented the applicable TASB policy updates and local policy recommendations.
- Reviewed relevant local regulations, handbooks, administrative procedures, and existing local policy language.
- Provided the applicable policies and procedures to district employees and contractors and documented how notice was provided.
- Posted the required public notice concerning the Board meeting at which the certification was considered.
- Obtained approval of the completed certification from the Odem-Edroy ISD Board of Trustees.
- Submitted the completed certification electronically to TEA through AskTED.

Relevant Policies and Procedures

Odem-Edroy ISD reviewed the applicable TASB Numbered Updates 119, 122, 126, and 127 and the related local policy recommendations. The following policy language and legal framework documents were reviewed and incorporated as applicable to the district's certification.

Policy	Relevancy	Numbered Update
Section 2: Description of Required Policies & Procedures [11.005(c) and 28.0022(h)]		
<u>BJCF(LOCAL)</u> Superintendent: Nonrenewal	Engaging in or assigning prohibited DEI duties or instructional activities prohibited by law is included among the reasons the superintendent's contract may be nonrenewed.	127
<u>BT(LEGAL)</u> Prohibition on Diversity, Equity, and Inclusion Activities	The legal framework addresses Senate Bill 12's prohibition on DEI activities and includes relevant definitions, prohibited activities, and certification requirements.	126
<u>CJ(LEGAL) and CJ(LOCAL)</u> Contracted Services	The provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties prohibited under Senate Bill 12. Violations may result in termination of the contract.	126
<u>DF(LEGAL)</u> Termination of Employment	The legal framework addresses the prohibition on DEI duties and prohibited classroom instruction.	127
<u>DFBB(LOCAL)</u> Term Contracts: Nonrenewal	Engaging in or assigning prohibited DEI duties or instructional activities prohibited by law is included among the reasons a term-contract employee may be nonrenewed.	126
<u>DH(LOCAL)</u> Employee Standards of Conduct	The policy includes sections concerning prohibited classroom instruction or activities and prohibited diversity, equity, and inclusion duties.	127

Policy	Relevancy	Numbered Update
Section 3: Policy or Program Changes [39.008, 11.005, and 28.0022]		
<u>BJA(LEGAL)</u> Superintendent: Qualifications and Duties	The legal framework includes information concerning the certifications that must be provided to TEA.	127
<u>BT(LEGAL)</u> Prohibition on Diversity, Equity, and Inclusion Activities	The legal framework addresses Senate Bill 12's prohibition on DEI activities and includes relevant definitions, prohibited activities, and certification requirements.	126
<u>CDC(LEGAL)</u> Other Revenues: Gifts and Solicitations	A district may not accept private funding to develop, purchase, or select curriculum materials or to provide teacher training or professional development related to a concept listed in Texas Education Code 28.0022(a)(4)(A).	119
<u>CJ(LEGAL)</u> and <u>CJ(LOCAL)</u> Contracted Services	The provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties prohibited under Senate Bill 12. Violations may result in termination of the contract.	126
<u>CMD(LEGAL)</u> Equipment and Supplies Management: Instructional Materials Care & Accounting	When providing instructional materials for the required curriculum and grade levels, the district protects students from obscene or harmful content as required for compliance with Texas Education Code 28.0022.	127
<u>CQA(LEGAL)</u> Technology Resources: District, Campus, and Classroom Websites	The legal framework includes the requirement to post notice at least seven days before the meeting at which the certification of compliance with Texas Education Code 11.005 and 28.0022 is discussed.	127
<u>DG(LEGAL)</u> 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 disciplined based on an allegation that they did so while using SBOE-approved instructional materials and teaching with fidelity.	126
<u>EMB(LEGAL)</u> Miscellaneous Instructional Policies: Teaching About Controversial Issues	The legal framework includes the requirements established by Texas Education Code 28.0022.	126
<u>FOA(LEGAL)</u> Student Discipline: Removal by Teacher or Bus Driver	A teacher may not remove a student from class based on a single incident when the student is reasonably discussing certain debated and controversial topics subject to Texas Education Code 28.0022.	127

Additional Policies and Procedures Reviewed & Notices

In addition to the policies listed above, Odem-Edroy ISD reviewed related local regulations, handbooks, procedures, and existing local policy language, including the following as applicable:

- [Employee Handbook](#) – Restates Policies DF(LEGAL) and DH(LOCAL) regarding Prohibited Classroom Instruction under TEC 28.0022 and warns of disciplinary actions, including termination for violating.
 - Handbook Review – Back to School Staff Development (Employee Handbook Receipt)
- [Notice to Employees, Contractors, Vendors, and Service Providers](#) – Memorandum informing all employees, contractors, vendors, and service providers of important changes in state law and district policies that prohibit certain activities related to Diversity, Equity and Inclusion (DEI) initiatives.
 - Hardcopy of Memorandum (Employees F2F via Campus/Departments; Vendors & Contractors via USPS)
 - Electronic format (Email & Website)

Board Approval and Submission

On September 14, 2026, the Odem-Edroy ISD Board of Trustees considered and approved the Certification of Compliance with Certain Laws under Texas Education Code 39.008, as enacted by Senate Bill 12 of the 89th Texas Legislative Session. Following Board approval, the district submitted the completed certification to the Texas Education Agency through AskTED.