

**IOLA ISD
RESOLUTION
PROHIBITING CONTROVERSIAL TOPICS**

Engaging in or Assigning Controversial Topics Prohibited

No District employee or contractor shall engage in or assign to another person any act prohibited by Texas Education Code § 28.0022.

Discipline For Engaging in or Assigning Controversial Topics

A District employee or contractor who intentionally or knowingly engages in or assigns to another person any act prohibited by Texas Education Code § 28.0022 shall be subject to the following discipline guidelines:

Contractors

1. A first violation shall result in a written reprimand.
2. A second violation shall result in cessation of the contractor's work, without pay, for a period of three school days.
3. A third violation shall result in termination of the contractor's work for the District.

At-Will Employees

1. A first violation shall result in a written reprimand.
2. A second violation shall result in suspension, without pay, of employment for a period of three school days.
3. A third violation shall result in termination of employment.

Contractual Non-Certified Employees

1. A first violation shall result in a written reprimand.
2. A second violation shall result in suspension, without pay, of employment for a period of three school days.
3. A third violation shall result in termination of employment.

Contractual Certified Employees

1. A first violation shall result in a written reprimand.
2. A second violation shall result in suspension, with pay, of employment for a period of three school days.
3. A third violation shall result in possible termination of employment pursuant to Chapter 21, Texas Education Code.

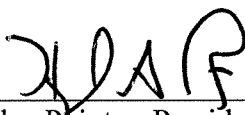
Appeals

An employee or contractor may appeal a disciplinary decision through Board Policy DGBA(LOCAL) beginning at Level Two.

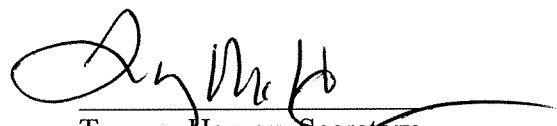
Copy to Employees and Contractors

The District shall provide a physical and electronic copy of the policy and procedure to each District employee prior to the first day of instruction on the District's school calendar.

The District shall provide a physical and electronic copy of this policy and procedure to each District contractor prior to the contractor beginning work for the District.



Alec Pointer, President



Tammy Harvey, Secretary



Iola ISD

**BOARD OF TRUSTEES
RESOLUTION ADOPTING POLICY TO PROHIBIT
CERTAIN EMPLOYEE ACTION ON CONTROVERSIAL TOPICS**

WHEREAS, the 89th Legislature passed Senate Bill No. 12 to amend Texas Education Code § 28.0022, which requires school districts to 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 Section 28.0022, commonly known as “Controversial Topics;” and

WHEREAS, the law requires the Board of Trustees to certify compliance with Texas Education Code § 28.022 to the Texas Education Agency not later than September 30, 2025; and

WHEREAS, the Board of Trustees finds that it is necessary to adopt the policy attached to this Resolution to comply with Texas Education Code § 28.0022.

NOW, THEREFORE, IT IS RESOLVED by the Board of Trustees of Iola Independent School District as follows:

1. The Board of Trustees adopts the foregoing recitals as findings of fact.
2. The Board of Trustees approves and adopts the policy attached to this Resolution.
3. This policy is effective immediately upon passage.
4. The Board of Trustees directs the Superintendent of Schools or designee to provide this Resolution and the attached policy to the Texas Education Agency within three business days of passage of this Resolution.
5. The Board of Trustees directs the Superintendent of Schools or designee to provide this Resolution and the attached policy to the policy representative at the Texas Association of School Boards for inclusion in the online policy manual’s appropriate designation category.

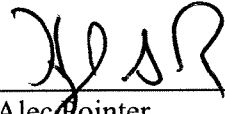
PASSED, ADOPTED, and APPROVED on the 27 day of August, 2025,
by the Board of Trustees of Iola Independent School District by the following vote:

For: 5

Against: 0

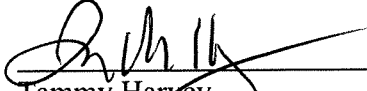
Abstain: 0

Absent: 2



Alec Pointer
President, Board of Trustees

ATTEST:



Tammy Harvey
Secretary, Board of Trustees