

Senate Bill 12

89th Legislative Session (2025)

Fact Sheet and Key Reminders

On June 20, 2025, Governor Abbott signed Senate Bill 12 into law. [Senate Bill 12](#) took effect on September 1, 2025. There are several provisions in the new law that affect employees and how they provide and solicit information to and from students and parents. The following guidelines summarize the new state law, which is mandated by the State of Texas and applies to all public school districts. Although many of the requirements in SB 12 are practices and procedures that were already in place in CFISD, our District is sharing the relevant details of the law to equip teachers and staff with the information they need to navigate this law effectively and with transparency. Please consult with your supervisor or campus principal if you have questions or concerns.

This document is organized into four sections, with sections aligned to the key areas of SB 12 compliance:

1. **Parental Rights & Access** – transparency, communication, and reporting
2. **Parental Consent** – clubs, health services, surveys, human sexuality instruction, and recordings
3. **Instructional & DEI Guidance** – curriculum, prohibited topics, and DEI duties
4. **Social Transitioning** – guidance on supporting students within legal boundaries

Each section includes **Key Reminders** to provide practical guidance for staff on implementing the law while supporting students and maintaining compliance.

Parental Rights and Access to Information

SB 12 prohibits school staff from infringing on the rights of parents to direct the moral and religious training of their child, make decisions about their child's education, and consent to medical, psychiatric, or psychological treatment. Staff may not withhold information from parents regarding their children and are required to encourage students to discuss personal or well-being issues with their parents, facilitating such discussions when necessary. Employees who encourage students to withhold information from parents may be subject to discipline by the State Board of Educator Certification.

Parents have rights to access their children's medical records, library materials, instructional plans, and other educational records. At the beginning of each semester, teaching staff must provide a copy of the instructional plan or course syllabus for each class to campus administration and the parents of each student. The District must post instructional plans or syllabi for each class on its website and provide additional copies to parents upon request. Staff must notify parents no later than one school business day after first suspecting that a criminal offense has been committed against a student. Any attempt by staff to encourage or coerce a student to withhold information from their parent is grounds for discipline. The District must provide information on parental rights and options at enrollment and annually at the beginning of the year and develop a plan to improve parent-teacher cooperation regarding homework, attendance, and discipline.

Key Reminders:

- Keep parents informed about their children's academic performance and mental, emotional, and physical well-being.
- Encourage students to communicate openly with their parents about personal or well-being issues.
- Refer students to counselors if they need support or assistance in communicating with parents.
- Share instructional plans or course syllabi with campus administration and parents at the beginning of each semester.
- Provide parents access to teaching materials, syllabi, and educational records upon request.
- Report any suspected criminal offenses involving a student promptly to campus administration so parents can be notified in accordance with the law.

Parental Consent

SB 12 requires prior written consent from parents in several key areas. Written consent is required for student participation in clubs or groups sponsored or authorized by the District; the District may not authorize or sponsor clubs based on sexual orientation or gender identity.

Before administering a student well-being questionnaire, psychological or psychiatric examination, test, or treatment, the District must obtain written parental consent. For well-being questionnaires, a copy of the form must be provided to parents in advance. Consent is also required prior to health screenings, medical procedures, providing health care services, dispensing medication, or disclosing health or medical information, including the collection, storage, use, or disclosure of biometric identifiers to third parties.

Parental consent is **not** required for verbally asking students about general well-being or for mandatory reporting to CPS of suspected abuse or neglect.

Prior to providing human sexuality instruction, the District must obtain written parental consent at least 14 days before instruction begins. Staff may not audio or video record a student without parent permission unless it is related to safety, extra- or co-curricular activities, media coverage, or regular classroom instruction.

Key Reminders:

- Obtain written parental consent before allowing a student to join a club or student group.
- Ensure written parental consent is received prior to providing health screenings, medical services, or dispensing medication.
- Do not use surveys or questionnaires about student well-being, personal beliefs, attitudes, or mental health without parent permission and advance approval from campus administration. Provide copies of forms to parents upon request.
- Only audio or video record students with written parent permission or confirmation from campus administration that an exception applies.

Instructional and DEI Guidance

SB 12 prohibits Texas school districts from assigning diversity, equity, and inclusion (DEI) duties to employees and prohibits employees, contractors, and volunteers from engaging in DEI duties for the District. DEI duties are defined as:

- Influencing hiring or employment practices with respect to race, sex, color, or ethnicity, except as necessary to comply with state or federal antidiscrimination laws.
- Promoting differential treatment of, or providing special benefits to, individuals based on race, color, or ethnicity.
- Developing or implementing policies, procedures, trainings, activities, or programs that reference race, color, ethnicity, gender identity, or sexual orientation, except for student recruitment by Historically Black Colleges and Universities or as legally required.
- Compelling, requiring, inducing, or soliciting a DEI statement or giving preferential consideration based on such a statement.

SB 12 does not limit compliance with state or federal antidiscrimination laws, including those described in policies [DIA](#), [FB](#), [FFH](#), and [GA](#). The District and staff may still teach about holidays or commemorative months, analyze school-based causes, address discriminatory practices or achievement gaps, and apply classroom instruction aligned with TEKS, provided these efforts are implemented without regard to race. These DEI prohibitions do not apply to school-sponsored or school-authorized clubs and student groups. SB 12 also does not limit nondisruptive, protected student First Amendment rights.

Instructional provisions under SB 12 prohibit instruction on certain topics, including sexual orientation and gender identity, as outlined in Texas Education Code Sections 28.0022 and 28.0043 (summarized in policy [EMB Legal](#)). These restrictions do not limit nondisruptive student free speech, provision of mental health care with parental consent, or the use of school campuses for single-sex organization meetings that do not advance a political or social agenda. Districts must adopt policies for disciplining employees who knowingly violate these provisions; in CFISD, policy [DH \(Local\)](#) addresses employment restrictions and disciplinary procedures.

Key Reminders:

- Apply hiring criteria and make personnel decisions based on merit and qualifications, without consideration of race, color, sex, or ethnicity.
- Ensure trainings, programs, and activities do not reference race, color, ethnicity, gender identity, or sexual orientation unless legally relevant or TEKS-aligned.
- Focus instruction and activities on required curriculum and avoid topics unrelated to the course subject matter.
- Ensure any/all supplementary instructional materials are TEKS-aligned and grade-level appropriate. Campus instructional leaders are responsible for overseeing lesson plan development at their campus and should be aware of any supplementary materials being utilized to ensure alignment with state standards, assessments, and the District scope and sequence, as stated in EEP (Regulation).
- Confirm parental notice and obtain written permission prior to providing instruction on the human sexuality unit.

Social Transitioning Assistance Prohibited

SB 12 prohibits employees from assisting a student in any way with social transitioning. Social transitioning is defined as a student's transition from their biological sex at birth to the opposite biological sex through the adoption of a different name, pronouns, or other expressions of gender that deny or encourage a denial of the student's biological sex.

The law prohibits all employees from assisting students with social transitioning by using a student's preferred or alternate name or pronoun if it expresses a gender different from the student's biological sex. No exceptions are allowed, including requests by parents. The District is required to investigate any reports of social transitioning assistance by staff and report confirmed violations to the Texas Commissioner of Education.

Key Reminders:

- Do not assist students in social transitioning.
- Staff should generally use the name and pronouns in school records.
- Requested nicknames that are part of a student's legal name may be used in class with discretion; but preferred or alternate names associated with social transitioning are prohibited.
- Refer students seeking emotional support to counselors, administrators, or other safe adults.
- Avoid promises of confidentiality if they conflict with state law.
- Monitor classroom interactions to prevent disrespect, bullying, or exclusion.
- Partner with families to support students within legal guidelines.
- Staff can support students' emotional well-being through private conversations, counseling referrals, and access to resources like private restrooms.