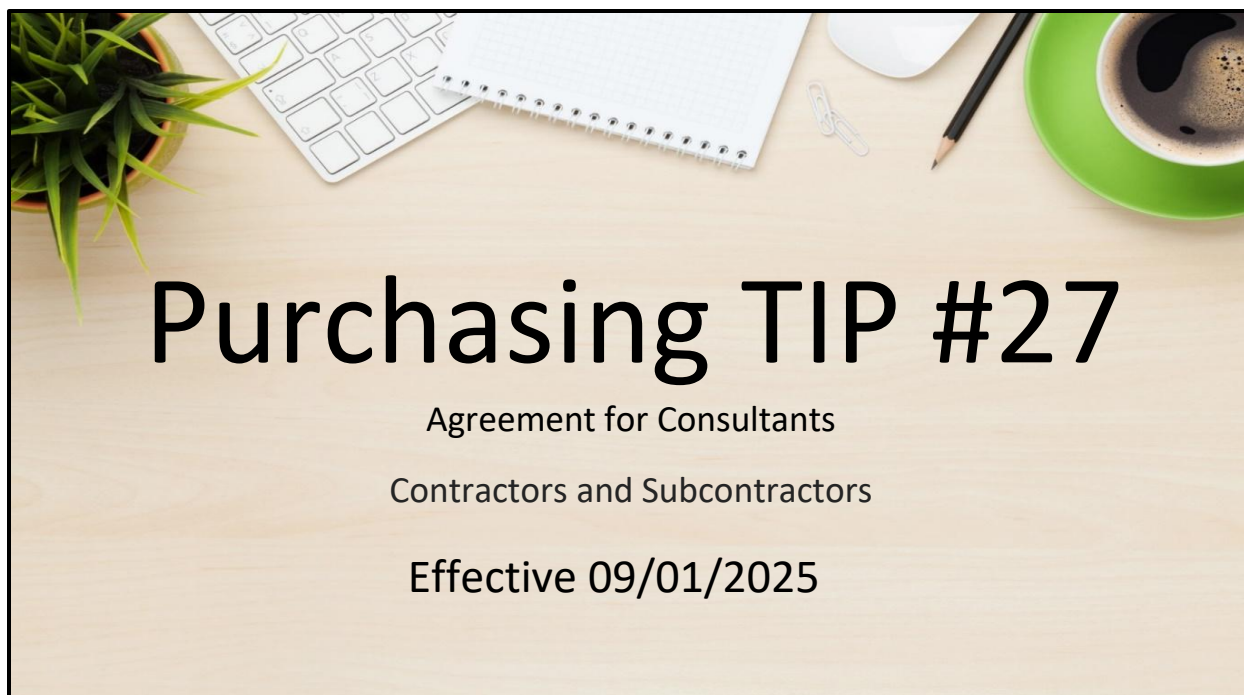




Effective September 1, 2025

DEI and COI” relates only to the two state law certifications for Diversity, Equity, and Inclusion and Conflict of Interest under the Texas Education Code.

The acknowledgment regarding Pre-Service/Pre-Employment Affidavit can be placed directly into any contract where the vendor will be on campus.

House Bill 571 is very broad and requires a pre-employment or pre-service affidavit for any person applying for employment with, or who will act as a service provider for, an educational entity. The statute does not distinguish between whether the vendor is paid or unpaid; the requirement attaches to the role (employee or service provider), not the compensation arrangement.

- Consultants – Individually or Companies that Provide Consultants: Consultants who personally provide services to the district (whether directly or through a company) are “service providers” under § 22A.001(8). They must complete the Pre-Employment/Pre-Service Affidavit before beginning work. If the consultant is engaged through a company, the company itself doesn’t sign, but each individual consultant assigned must do so.
- Contractors and Subcontractors: Contractors and subcontractors providing services that involve direct work for the educational entity also fall under the definition of “service provider” and must submit the affidavit. *(regardless of whether it is one time or multiple times)*

The revised consultant agreement with the pre-service/pre-employment affidavit acknowledgement can be located **Business Office Forms and District Forms**.