Compliance Certification Template

TEC §39.008: Certification of Compliance with Certain Laws Required

The template on the following pages is provided to assist Texas school systems in complying with the certification requirements under Texas Education Code [TEC] §39.008, as enacted by Senate Bill 12 (89th Texas Legislative Session). The completed certification must be approved by the governing body in a public meeting and submitted electronically through the AskTED application no later than September 30 of each school year to the Texas Education Agency (TEA).

School systems may complete this template electronically as a fillable PDF. If additional space is needed, you may use this Word version of the template or attach additional pages, as appropriate. This page is provided for informational purposes only and may be removed prior to submission.

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Denton ISD

County-District Number (CDN): 061-901

Superintendent/CEO Name: Dr. Susannah O'Bara

Certification School Year: 2026-2027

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures.

The District's policies and procedures required under TEC Sections 11.005(c) and 28.0022(h) are set out in the Board's adopted policy manual, the employee handbook, and any accompanying regulations. Employees and contractors are provided copies of these policies and procedures electronically, and printed copies of these policies are available throughout the District. Electronic copies are available at all times through the District's online policy manual at pol.tasb.org/PolicyOnline?key=383, and printed copies of Board policy are maintained at each campus. Relevant policies include BJCF(LOCAL), BT(LEGAL), CJ(LEGAL/LOCAL), DF(LEGAL), DFBB(LOCAL), DH(LOCAL), BJA(LEGAL), CDC(LEGAL), CMD(LEGAL), CQA(LEGAL), DG(LEGAL), EMB(LEGAL), and FOA(LEGAL). Employees are additionally notified of these policies and procedures through the District's

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☑ Yes ☐ No

If yes, describe or attach a copy of the changes below.

Yes. The District's Board of Trustees adopted TASB Numbered Updates 119, 122, 126, and 127, which incorporated the following changes to existing policies to ensure compliance with TEC Sections 39.008, 11.005, and 28.0022:
BJCF(LOCAL) - Superintendent: Nonrenewal - added engaging or assigning DEI duties and prohibited instructional activities as grounds for nonrenewal of the superintendent's contract.
BT(LEGAL) - Prohibition on Diversity, Equity, and Inclusion Activities - new legal framework addressing SB 12's DEI prohibition, including definitions, prohibited activities, and certification requirements.
CJ(LEGAL/LOCAL) - Contracted Services - new provisions barring contractors from engaging in or being assigned DEI duties or prohibited instructional activities, with contract termination as the consequence for violations.
DF(LEGAL) - Termination of Employment - revised to address the prohibition on DEI duties and prohibited classroom instruction.
DFBB(LOCAL) - Term Contracts: Nonrenewal - added engaging or assigning DEI duties and prohibited instructional activities as grounds for nonrenewal of a term contract employee.
DH(LOCAL) - Employee Standards of Conduct - added sections on Prohibited Classroom

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: $ _____

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: 8/25/2026

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes ☐ No

Public testimony opportunity provided during meeting: ☒ Yes ☐ No

Certification approved by majority vote: ☒ Yes ☐ No

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent/CEO Signature: _____

Date: _____

SWORN TO AND SUBSCRIBED before me on this _____ day of _____, 20_____.

_____

Notary Public, State of Texas