



SB 12 Annual Employee Notification and Acknowledgment of Receipt

School Year: 2026–2027

Texas Education Code §§11.005 and 28.0022

Why You Are Receiving This Notice:

Senate Bill 12 (SB 12), enacted by the 89th Texas Legislature, established new annual compliance requirements for Texas public school districts and open-enrollment charter schools.

Beginning with the 2026–2027 school year, each school system must annually certify compliance with certain requirements of the Texas Education Code, including **TEC §11.005** and **TEC §28.0022**. The district must also document how employees and contractors were notified of the applicable policies and procedures.

These Requirements Address:

- Diversity, Equity, and Inclusion TEC §11.005
- Texas Education Code §11.005 addresses the prohibition of certain diversity, equity, and inclusion (DEI) duties and activities within public school systems.
- District employees and contractors are expected to follow the district's policies and procedures concerning activities, programs, duties, and training addressed by this law.

District Policy/Procedure:

- **BT(LEGAL)** — Prohibition on Diversity, Equity, and Inclusion Activities
- **DH(LOCAL)** — Employee Standards of Conduct
- **CJ(LOCAL)** — Contracted Services
- **DF(LEGAL)** — Termination of Employment

Certain Instructional Requirements and Prohibitions TEC §28.0022

Texas Education Code §28.0022 establishes certain requirements and prohibitions concerning instruction and instructional materials.

Employees involved in instruction, curriculum, student activities, or the selection or use of instructional materials are expected to comply with applicable law and district policies and procedures.

District Policy/Procedure:

- **EMB(LEGAL)** — Miscellaneous Instructional Policies: Teaching About Controversial Issues
- **DH(LOCAL)** — Employee Standards of Conduct

- **CJ(LOCAL)** — Contracted Services
- **DF(LEGAL)** — Termination of Employment

Employees are expected to:

- Review the district policies and procedures provided with this notice.
- Follow applicable state law and district policies and procedures in the performance of their duties.
- Participate in required district training related to these requirements.
- Ensure that applicable instructional activities and materials are consistent with state law and district policy.
- Ask their supervisor or the appropriate district department for clarification when they have questions about whether an activity, program, training, instructional material, or practice is permitted.
- If a hard copy of this document is needed, please go to the GPISD Human Capital Office.

Acknowledgment of Receipt:

Grand Prairie ISD employees electronically acknowledge this notice through Vector Training Solutions. By completing the training module for this document in Vector Training Solutions, I acknowledge that:

- I have been notified of and provided access to the district's applicable policies and procedures related to TEC §§11.005 and 28.0022.
- I understand that I am responsible for following applicable state law, district policies, procedures, and required training.
- I understand that I may seek clarification from my supervisor or the appropriate district department if I have questions about these requirements.
- I understand that this acknowledgment documents **my receipt of notice** and does **not** constitute an individual certification of the district's compliance with SB 12 or TEC §§11.005 and 28.0022.
- If I need a hard copy of this document, I may obtain one from the GPISD Office of Human Capital located at the Education Center.

**This acknowledgment is maintained as documentation of employee notification for purposes of the district's annual SB 12 compliance process under TEC §39.008.*