



SB 12 Annual Employee Notification and Acknowledgment of Receipt

School Year: 2026–2027

Texas Education Code §11.005, §28.0022 and §39.008

NOTICE

Senate Bill 12 requires the District to notify employees of policies and procedures addressing prohibited diversity, equity, and inclusion duties and certain requirements for instruction, activities, and instructional materials. Employees must follow applicable law, District policy and procedures, and required training.

- [TEC §11.005](#): prohibition on certain diversity, equity, and inclusion duties and activities.
- [TEC §28.0022](#): certain requirements and prohibitions concerning instruction, activities, and instructional materials.

QUICK SUMMARY

- Follow SB 12, Board policy, District procedures, and required training.
- Respect parent rights and follow required communication and consent procedures.
- Use approved curriculum and materials; obtain approval for sensitive supplemental content.
- Ask an administrator before proceeding when unsure, and report suspected violations.

APPLICABLE DISTRICT POLICIES

- Applicable district policies can be found on [this website](#) and in the [Employee Handbook](#). Physical copies of these policies are available in the Human Resources Department.

By signing below, I acknowledge that I will:

- Review and comply with the SB 12 requirements, applicable Board policies, administrative regulations, District procedures, and required training.
- Respect parent rights, follow District communication and notification procedures, and refer concerns to the appropriate administrator.
 - Avoid intentionally withholding information from parents that is required to be shared by law or district procedure.
- Follow district procedures regarding counseling, health-related services, and student support programs.
- Obtain or verify required parental consent before providing services when applicable.
- Use District-approved curriculum and instructional materials and obtain approval before using supplemental resources that may address sensitive topics.
- Refrain from engaging in activities prohibited by TEC §11.005 regarding diversity, equity, and inclusion duties and report suspected violations through appropriate District channels.
- Follow all Board policies, administrative regulations, and district procedures.
- Complete required compliance training and annual acknowledgments.

- Report suspected violations of law, policy, or district procedures to an administrator.
- Cooperate with investigations and provide accurate information when requested.

Employee Acknowledgment

I have reviewed and understand my responsibilities under Senate Bill 12, applicable Board policies, and Texas Education Codes.

Employee Name _____	Date _____
Signature / Electronic Acknowledgment _____	Employee ID _____
Campus/Department: _____	Position: _____