RED OAK
INDEPENDENT SCHOOL DISTRICT
109 W. RED OAK ROAD P.O. BOX 9000 RED OAK, TEXAS 75154 972.617.2941
BRENDA SANFORD, SUPERINTENDENT

Notification to Contractors Regarding Policies and Procedures Pursuant to SB 12

September 2, 2026

Dear Contractor,

The purpose of this letter is to fulfill Red Oak ISD's statutory obligations to notify you of its disciplinary practices and procedures related to the prohibition on Diversity, Equity, and Inclusion ("DEI") and prohibited classroom instruction.

Pursuant to sections 11.005 and 28.0022 of the Texas Education Code, the District is required to adopt a policy and procedure for the appropriate discipline, including termination, of a contractor who intentionally or knowingly engages in or assigns DEI duties or engages in assigns or engages in certain instructional prohibitions under section 28.0022 of the Texas Education Code. Further, the District is required to provide a physical and electronic copy of the policy and procedure to each contractor.

Employment Assistance Prohibited
No District employee shall assist a contractor or agent of the District or of any other school district in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

No District contractor or agent shall assist an employee, contractor, or agent of the District or of any other school district in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition.
[See also DC for prohibitions relating to employees.]

Prohibited Classroom Instruction or Activities
A District contractor is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB(LEGAL)]. Violation of this policy shall result in termination of the contract. A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

Prohibition on Diversity, Equity, and Inclusion
A contract is subject to termination if the District contractor intentionally or knowingly:

- Engages in diversity, equity, and inclusion (DEI) duties.
- Assigns to another individual DEI duties.

A District contractor shall be permitted to appeal this action in accordance with GF(LOCAL).

Please do not hesitate to contact Red Oak ISD if you have any questions.

Respectfully,
Brenda Sanford, Superintendent

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