



August 14, 2026

Dear Employee or Contractor,

Pursuant to Senate Bill 12 of the 89th Texas Legislature, the District is required to notify all employees and contractors of potential disciplinary consequences for violation of Texas Education Code Section 11.005(c) Prohibition on Diversity, Equity and Inclusion Duties and Texas Education Code Section 28.0022(h) Certain Instruction Requirement and Prohibitions.

Any employee or contractor who is in violation of Section 11.005 shall be subject to the District's disciplinary policies and procedures as found in the Board Policy, including but not limited to Board Policy BJCF (Local), BT (Legal), CJ (Legal), CJ (Local), DF (Legal), DFBB (Local), and DH (Local). In accordance with Section 11.005, no employee or contractor shall intentionally or knowingly engage in or assign to another person diversity, equity, and inclusion duties.

Any employee or contractor who is in violation of Section 28.0022 shall be subject to the District's disciplinary policies and procedures as found in Board Policy, including but not limited to Board Policy BJCF (Local), BT (Legal), CJ (Legal), CJ (Local), DF (Legal), DFBB (Local), and DH (Local). In accordance with Section 28.0022, a teacher, employee, or contractor for the District may not engage in any of the prohibited activities regarding course curriculum and other instructional requirements.

Respectfully,

Antonio Tijerina
Executive Director of Human Resources