



BULLARD ISD

1426B SOUTH HOUSTON | BULLARD, TX 75757 | (903) 894-6639

Date: September 15, 2026

To: BISD Employees and Contractors

From: Bullard ISD Administration

RE: Notice to BISD Employees and Contractors Regarding New Statutory Requirements Pursuant to Texas Education Code §§ 11.005 and 28.0022

This memorandum serves as notice to all BISD employees and contractors of the District of important changes in state law and District policy prohibiting the consideration of race, sex, color or ethnicity in connection with District operations and decision-making. **All District employees, vendors, service providers and contractors are required to review this memorandum in its entirety**, disseminate its contents to all personnel assigned to District accounts, and maintain operations in strict conformity with District policy. Execution of services under any current or future District agreement serves as an acknowledgment of, and consent to, these contractual conditions.

Discrimination Prohibited

The District prohibits discrimination on the basis of race, color, national origin, religion, sex or disability. Additionally, Texas Education Code Section 11.005 and District policy prohibit District employees, contractors, vendors, and service providers from performing, carrying out, or assigning certain responsibilities or job duties at, for, or on behalf of the District. This notice clarifies District policy prohibiting the consideration of race, sex, color, or ethnicity in District operations and decision-making.

Consistent with Texas Education Code § 11.005, the District prohibits certain activities related to Diversity, Equity and Inclusion (DEI) initiatives. The District's policies may be accessed online at <https://www.bullardisd.net/about-us/board-of-trustees/board-policies-online>.

Employees, contractors, vendors and service providers are charged with complying with all District policies while providing services to the District.

Bullard ISD'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 and the employee handbook. Employees and contractors are provided copies of these policies and procedures electronically, and printed copies of these policies are available upon request.



BULLARD ISD

1426B SOUTH HOUSTON | BULLARD, TX 75757 | (903) 894-6639

Policy or Program Changes

[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 Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties.

[BJA\(LEGAL\)](#) - Superintendent: Qualifications and Duties - updated to include the superintendent's required annual certification to TEA under TEC Section 39.008.

[CDC\(LEGAL\)](#) - Other Revenues: Gifts and Solicitations - clarifies the District may not accept private funding for developing curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in TEC Section 28.0022(a)(4)(A).

[CMD\(LEGAL\)](#) - Equipment and Supplies Management: Instructional Materials - updated to reflect that instructional materials must protect students from obscene or harmful content as necessary for compliance with TEC Section 28.0022.

[CQA\(LEGAL\)](#) - Technology Resources: District, Campus, and Classroom Websites - updated required website postings to include the seven-day advance notice of a meeting to discuss the compliance certification.

[DG\(LEGAL\)](#) - Employee Rights and Privileges - clarifies teachers may not be compelled to discuss, nor disciplined for declining to discuss, a widely debated and currently controversial issue of public policy or social affairs when using SBOE-approved materials and teaching with fidelity.

[EMB\(LEGAL\)](#) - Miscellaneous Instructional Policies: Teaching About Controversial Issues - legal framework updated with the requirements of TEC Section 28.0022.

[FOA\(LEGAL\)](#) - Student Discipline: Removal by Teacher or Bus Driver - clarifies a teacher may not remove a student from class for a single incident of behavior involving reasonable discussion of debated and controversial topics subject to TEC Section 28.0

Thank you for your attention to these important policy changes. Anyone wishing to receive a printed copy may contact the BISD Administration office at 903-894-6639.