

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Magnolia ISD

County-District Number (CDN): 170-906

Superintendent/CEO Name: Dr. Jason Bullock

Certification School Year: 2026-2027

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures.

Regarding TEC 11.005(c), attached are policies BT (LEGAL), DF (LEGAL), DFBB (LOCAL), DH (LOCAL), and CJ (LOCAL). District employees were provided electronic copies of policies BT (LEGAL), DF (LEGAL), DFBB (LOCAL), and DH (LOCAL) via district email and provided physical copies of the policies in the campus Principal's office. District contractors were provided electronic copies of policies BT (LEGAL) and CJ (LOCAL) via email and provided physical copies of the policies in the district central office. The district notice explaining why the policies are being provided is also attached.

Regarding TEC 28.0022(h), attached are policies BT (LEGAL), EMB (LEGAL) and (LOCAL), and CJ (LOCAL). District employees were provided electronic copies of policies BT and EMB (LEGAL) and (LOCAL) via district email and provided physical copies of the policies in the campus Principal's office. District contractors were provided electronic copies of policies BT (LEGAL) and CJ (LOCAL) via email and provided physical copies of the policies in the district central office. The district memo explaining why the policies are being provided is also attached.

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☒ Yes ☐ No

If yes, describe or attach a copy of the changes below.

The following policies were amended (at least in part) because of the DEI prohibition in Senate Bill 12 (89th):

DF(LEGAL), DFBB(LOCAL), CMD(LEGAL), CQA(LEGAL), DG(LEGAL), EMB(LEGAL), and FOA(LEGAL)

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: \$ _____

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: September 14, 2026

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes ☐ No

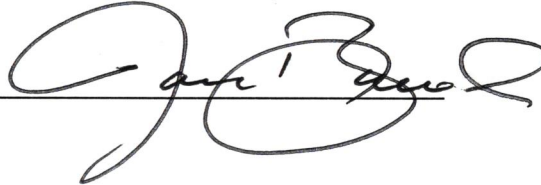
Public testimony opportunity provided during meeting: ☒ Yes ☐ No

Certification approved by majority vote: ☒ Yes ☐ No

Section 6: Certification Statement

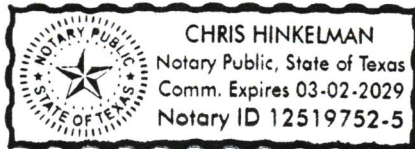
By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

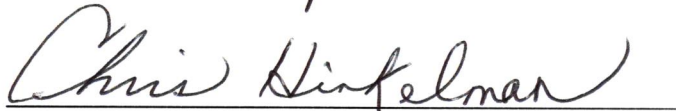
Superintendent/CEO Signature: _____



Date: _____

SWORN TO AND SUBSCRIBED before me on this 14 day of Sept, 2026.




Notary Public, State of Texas



Magnolia ISD
Superintendent Dr. Jason Bullock
31141 Nichols Sawmill Rd.
Magnolia, TX 77355

September 15, 2026

To: All Employee, Contractors, and Volunteers

RE: Official Notice - Mandatory Policy Updates

In compliance with state law, Magnolia ISD has updated certain policies to ensure compliance with Senate Bill 12 and Texas Education Code §§ 11.005 and 28.0022.

The District's revised policies and procedures are available through the online Policy Manual at <https://pol.tasb.org/PolicyOnline?key=912>. Recent revisions address, among other things, requirements concerning:

- employee and contractor responsibilities under the District's policies and procedures;
- instructional content and practices governed by Texas Education Code § 28.0022; and
- diversity, equity, and inclusion-related duties and activities governed by Texas Education Code § 11.005.

Specific policy updates include the following:

Policy EMB (Legal)

Prohibiting teachers, administrators, employees, and contractors from teaching the following concepts:

1. One race or sex is inherently superior to another race or sex;
2. An individual, by virtue of the individual's race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
3. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race or sex;
4. An individual's moral character, standing, or worth is necessarily determined by the individual's race or sex;
5. An individual, by virtue of the individual's race or sex, bears responsibility, blame, or guilt for actions committed by other members of the same race or sex;
6. Meritocracy or traits such as a hard work ethic are racist or sexist or were created by members of a particular race to oppress members of another race;



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7. The advent of slavery in the territory that is now the United States constituted the true founding of the United States; or

8. With respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to the authentic founding principles of the United States, which include liberty and equality.

Policy BT (Legal)

Except as required by state or federal law, a district may not assign diversity, equity, and inclusion duties to any person and must prohibit a district employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties at, for, or on behalf of the district.

Policy DH (Local)

Prohibits employees from intentionally or knowingly engaging in conduct that violates the prohibitions of Policy EMB (Legal) or BT (Legal); prohibits employees from assisting students with social transitioning.

All employees and contractors are required to review and comply with the revised policies and procedures applicable to their duties. Nothing in this communication changes any other legal, professional, or District requirement applicable to your position.

If you have questions about how the revised policies or procedures apply to your specific duties, please contact your campus or department administrator before engaging in an activity that may be affected by the revisions.

The District will continue to review its policies, procedures, programs, and trainings as necessary to maintain compliance with applicable law.

Thank you for your attention to these requirements and for your continued service to our students and community.

END NOTICE