

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: **Joshua ISD**

County-District Number (CDN): **126905**

Superintendent/CEO Name: **Corey Hickerson**

Certification School Year: **2026-2027**

Section 2: Description of Required Policies and Procedures

In compliance with TEC, §§11.005(c) and 28.0022(h), Joshua ISD adopted required policies and procedures related to Senate Bill 12 at its **September 21, 2026 Board Meeting**. Compliance documentation:

- [JISD Compliance Certification - TEC §39.008: Certification of Compliance with Certain Laws Required](#)
- [September 21, 2026 Board Meeting Agenda](#)
- [District Website - Parent Notification of Parental Rights](#)

Board Policies updated for compliance: BJCF (LOCAL), BT (LEGAL), CJ (LEGAL) and (LOCAL), DF (LEGAL), DFBB (LOCAL), DH (LOCAL).

Policy	Relevancy
BJCF(LOCAL) — Superintendent: Nonrenewal	Engaging or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons the superintendent's contract may be nonrenewed.
BT(LEGAL) — Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.
CJ(LEGAL) and (LOCAL) — Contracted Services	Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.
DF(LEGAL) — Termination of Employment	The legal framework was revised to address the prohibition on DEI and prohibited classroom instruction.
DFBB(LOCAL) — Term Contracts: Nonrenewal	Engaging or assigning DEI duties, as well as instructional activities prohibited by law, were included in the list of reasons a term contract employee may be nonrenewed.
DH(LOCAL) — Employee Standards of Conduct	Sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.

Joshua ISD Employee Notification:

- Employees were notified of these policies and procedures through the District's required 2026-2027 [Back-to-School Compliance Training](#). The applicable Board Policies, laws, and related procedures were reviewed and communicated during the compliance training conducted at each campus and department during back to school professional development sessions. Printed copies of the applicable Board Policies and procedures were made available to staff at each campus and department during the trainings. Professional development agendas and sign-in sheets were collected from each campus/department documenting all employees in attendance at the trainings.
- On Monday, August 10, 2026, all employees received the [JISD Employee Handbook](#) and the [District's Policies and Laws Notification](#) through Frontline. Employees are required to acknowledge receipt and review of the Employee Handbook and Policies and Laws Notification through Frontline. The Employee Handbook includes information on applicable employment Board Policies, laws, procedures, and violation notices. Employees can also access the complete [Board Policy Manual](#) using a link provided in the Employee Handbook. All employees have the option to print or request a printed copy of any Board Policy, procedure, or the Employee Handbook at any time through the Human Resources Department.
- On Tuesday, August 18, 2026, all employees received a [district-wide email](#) informing them that the JISD Employee Handbook had been updated to include revisions to The Educators' Code of Ethics. [The revisions](#), which were effective August 2, 2026, were provided to them in the email and they were also directed to a link to the updated Employee Handbook. Employees were notified to ensure implementation of SB 571 and SB 12. Employees were notified that previous acknowledgment of receipt of the JISD Employee Handbook in Frontline remained in effect and applied to the update as well as any subsequent revisions.

Contractor and Contracted Staff Notification:

- Existing contractors were mailed a copy of the applicable Board policy - [CJ\[LOCAL\]](#) in September 2026. The applicable policy is also incorporated into the District's contracted services agreement, and printed copies are provided to all contractors. Contractors also have the option to request additional printed copies of the applicable policy at any time.

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.

Board Policies updated for compliance: BJA (LEGAL), BT (LEGAL), CDC (LEGAL), CJ (LEGAL) and (LOCAL), CMD (LEGAL), CQA (LEGAL), DG (LEGAL), EMB (LEGAL), and FOA (LEGAL).

Policy	Relevancy
BJA(LEGAL) — Superintendent: Qualifications and Duties	The legal framework was updated to include information regarding the required certifications to TEA.

BT(LEGAL) — Prohibition on Diversity, Equity, and Inclusion Activities	This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.
CDC(LEGAL) — Other Revenues: Gifts and Solicitations	A district may not accept private funding for the purpose of developing a curriculum, purchasing or selecting curriculum materials, or providing teacher training or professional development related to a concept listed in Education Code 28.0022(a)(4)(A).
CJ(LEGAL) and (LOCAL) — Contracted Services	Adopted new provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties under SB 12. Violations will result in termination of the contract.
CMD(LEGAL) — Equipment and Supplies Management: Instructional Materials Care and Accounting	In providing instructional materials for each subject in the required curriculum and each grade level, the district protects students from obscene or harmful content as necessary for compliance with Education Code 28.0022.
CQA(LEGAL) — Technology Resources: District, Campus, and Classroom Websites	The list of required website postings was updated to reflect that a district must post notice at least seven days before the date on which a meeting is held to discuss the certification of compliance with Education Code 11.005 and 28.0022.
DG(LEGAL) — Employee Rights and Privileges	Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be subject to discipline for an allegation that they did so if they are using SBOE-approved instructional materials and teaching with fidelity.
EMB(LEGAL) — Miscellaneous Instructional Policies: Teaching About Controversial Issues	The legal framework at this code was updated with the information from Education Code 28.0022.
FOA(LEGAL) — Student Discipline: Removal by Teacher or Bus Driver	A teacher may not remove a student from class based on a single incident of behavior if the student is reasonably discussing certain debated and controversial topics subject to Education Code 28.0022.

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ~~Yes~~ **X** No

Total cost savings: \$ **N/A**

If yes, describe or attach a copy of the cost savings. **N/A**

Section 5: Board Approval

Date of Board/Governing Body Meeting: **September 21, 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: Cy Hill

Date: 9-21-26

SWORN TO AND SUBSCRIBED before me on this 22 day of September, 20 26.



H. Pannill
Notary Public, State of Texas