

Compliance Certification Template

TEC §39.008: Certification of Compliance with Certain Laws Required

The template on the following pages is provided to assist Texas school systems in complying with the certification requirements under Texas Education Code [TEC] §39.008, as enacted by Senate Bill 12 (89th Texas Legislative Session). The completed certification must be approved by the governing body in a public meeting and submitted electronically through the AskTED application no later than September 30 of each school year to the Texas Education Agency (TEA).

This page is provided for informational purposes only and may be removed prior to submission.

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: Rockwall Independent School District

County-District Number (CDN): 199901

Superintendent/CEO Name: Dr. John Villarreal

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.

The District has adopted the following policies and administrative procedures to ensure compliance with Texas Education Code (TEC) §§11.005(c) and 28.0022(h):

1. **Updated District Policy DHA – Employee Standards of Conduct.** The District revised Policy DHA to incorporate the requirements of TEC §§11.005(c) and 28.0022(h). All applicable Board policies and administrative procedures are available on the District's website.
2. **Updated the 2026–2027 Employee Handbook.** The Employee Handbook was revised to include information regarding prohibited classroom instruction and activities, prohibited diversity, equity, and inclusion (DEI) duties, employee responsibilities, and expectations for compliance with applicable state law and District policy.
3. **Revised the Employee Handbook Checklist.** The District added these new requirements to the Employee Handbook Checklist, which campus administrators and supervisors review with employees during back-to-school professional development to ensure staff are informed of applicable policies and procedures.
4. **Created a District employee notification letter.** The District developed a standardized letter to notify employees of Board policies regarding prohibited classroom instruction and activities and prohibited diversity, equity, and inclusion (DEI) duties. Current employees will receive the notification by email, and all newly hired employees will receive the notification as part of the onboarding process.
5. **Created a District contractor notification letter.** The District developed a standardized letter to notify contractors of Board policies regarding prohibited classroom instruction and activities and prohibited diversity, equity, and inclusion (DEI) duties. Contractors will receive the notification during the onboarding process through the Finance, Fine Arts, and Special Programs Departments, as applicable.

Employee and Contractor Notification

The District notifies employees and contractors of these policies and procedures through multiple methods, including publication of Board policies on the District website, updates to the Employee Handbook, review of the Employee Handbook Checklist during annual back-to-school professional development, distribution of

notification letters to current employees via email, inclusion of notification letters in new employee onboarding, and distribution of notification letters to contractors during the applicable departmental onboarding process.

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 District reviewed and revised existing policies, procedures, and training materials to ensure compliance with Texas Education Code (TEC) §§39.008, 11.005, and 28.0022. The following changes were implemented:

1. District Policy DHA – Employee Standards of Conduct was updated to reflect the requirements of TEC §§11.005(c) and 28.0022(h), including employee expectations and standards of conduct related to prohibited classroom instruction and activities and prohibited diversity, equity, and inclusion (DEI) duties.
2. The 2026–2027 Employee Handbook was revised to incorporate the new statutory requirements, employee responsibilities, and references to applicable Board policies.
3. The Employee Handbook Checklist was updated to require campus administrators and supervisors to review the revised policies and handbook provisions with staff during annual back-to-school professional development.
4. The District developed and implemented employee notification procedures, including a standardized notification letter distributed to current employees by email and provided to new employees during the onboarding process.
5. The District developed and implemented contractor notification procedures, including a standardized notification letter provided to contractors during onboarding through the Finance, Fine Arts, and Special Programs Departments, as applicable.
6. District onboarding and annual compliance communication processes were updated to ensure employees and contractors are informed of the revised policies and procedures and acknowledge receipt, as applicable.

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 21 2026

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

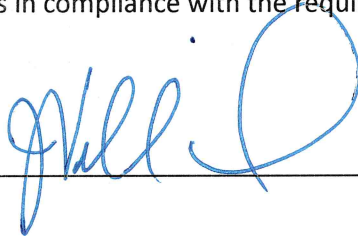
Public testimony opportunity provided during meeting: ☒ Yes ☐ No

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: _____



Date: 9-21-26

SWORN TO AND SUBSCRIBED before me on this 21st day of September, 2026.

April Guest
Notary Public, State of Texas

