Dear Alvarado ISD Contractor/Contracted Staff,

As part of Alvarado ISD's commitment to compliance with state law and to ensuring families are well informed of their rights, you are receiving this email because you are a contractor or contracted staff member with Alvarado Independent School District. Pursuant to Section 39.008 of the Texas Education Code, the District is providing you with copies of its policies related to the Prohibition on Diversity, Equity, and Inclusion Duties and Certain Instructional Requirements and Prohibitions.

Please take time to review the attached policies and procedures carefully. These policies are found online at https://pol.tasb.org/PolicyOnline?key=735 All AISD employees and contractors are expected to comply with these requirements and all applicable District policies.

Policy	Description of Relevance
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 SB12'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.
EMB (LEGAL) and (LOCAL)-	The legal framework at this code was updated with the information from Education Code 28.0022.

Policy	Description of Relevance
BJA (LEGAL)-Superintendent: Qualification and Duties	The legal framework was updated to include information regarding the required certifications to TEA.
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 28.022 (a) (4) (A).
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 28.022.
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 current 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
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.

If you have questions regarding its contents or your responsibilities under this law, do not hesitate to reach out to the Chief Administrative Officer, Renee Warner, at warnerr@alvaradoisd.net.

On behalf of Alvarado ISD, thank you for your continued service to our students, staff, and community. Your partnership is an important part of ensuring that Alvarado ISD remains a safe, supportive, and family-centered district.

Sincerely,

Kenneth Estes, Ed.D.
Superintendent
Alvarado ISD