

Prohibited DEI & Instruction Policies & Procedures

Notice: This webpage provides access to district policies and procedures adopted in compliance with Texas Education Code §§11.005, 28.0022, and 39.008.

Overview

Under [Texas Education Code \(TEC\) §39.008](#), as established by Senate Bill (SB) 12 of the 89th Texas Legislature, school districts are required to adopt and implement policies that restate and comply with [TEC §§11.005](#) (Prohibition on Diversity, Equity, and Inclusion Duties) and [28.0022](#) (Certain Instructional Requirements and Prohibitions).

Under [TEC §11.005](#), Bryson ISD (BISD) is prohibited from assigning diversity, equity, and inclusion duties to any person. District employees, contractors, and volunteers are also prohibited from engaging in diversity, equity, and inclusion duties at, for, or on behalf of the district. BISD has adopted policies and procedures for appropriate discipline, including termination, for individuals who intentionally or knowingly engage in or assign such duties.

Under [TEC §28.0022](#), BISD employees and contractors are prohibited from providing instruction or activities related to certain controversial topics and are subject to additional instructional requirements and prohibitions established by law.

Compliance with these laws requires the district to provide a physical and electronic copy of related policies and procedures to employees and contractors.

Description of Required Policies and Procedures

[BJA \(LEGAL\)](#) - Superintendent Qualifications and Duties - 5/19/26 The legal framework was updated to include information regarding the required certifications to TEA.

[BJCF\(LOCAL\)](#) - Superintendent: NonRenewal - 6/15/26

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 1/19/26 This new legal framework addresses SB 12's prohibition on DEI activities. Definitions and prohibited activities and certification requirements are included.

[CJ\(LEGAL\)](#) & [CJ\(LOCAL\)](#) -Contracted Services 1/19/26

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.

[CQA \(Legal\)](#)- TechResources: District, Campus and Classroom Websites 1/19/26

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.

[DF\(LEGAL\)](#) - Termination of Employment 1/19/26

The legal framework was revised to address the prohibition on DEI and prohibited classroom instruction

[DFBB\(LOCAL\)](#) - Term Contracts: Nonrenewal 1/19/26

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 1/19/26

Sections on Prohibited Classroom Instruction or Activities and Prohibited Diversity, Equity, and Inclusion Duties were added.

Related Policy or Program Changes

[CDC \(LEGAL\)](#) - Other Revenues: Gifts and Solicitations 6/25/22

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).

[CMD \(Legal\)](#) 11/30/23

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.

[DG \(Legal\)](#) -Employee Rights and Privileges 11/30/23

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 \(Legal\)](#) -Misc Instructional Policies: Teaching About Controversial Issues 1/19/26
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 1/19/26 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.

Other Supporting Documents and Information

Employee Handbook - 2026-27

Restates Policies DF and DH regarding Prohibited Classroom Instruction under TEC 28.0022, and warns employees of disciplinary action, including termination, for violations.

Employees were notified during in-service training in August. There is a section in the Employee Handbook that has been added that addresses the prohibition of DEI. On the website (www.brysonisd.net) there is a section in the District Information that is devoted to Diversity, Equity, and Inclusion for employees and contractors. There is a document , Public Notice to Contractors and Vendors, on that website that outlines the policies and procedures.

Questions or Requests for Printed Copies

If you are a BISD employee or contractor and have any questions about these laws, policies, or procedures, or simply need to pick up your mandatory hard copy, please contact Greg London, Superintendent, Bryson ISD by email at glondon@brysonisd.net