



Dr. Edgar B. Camacho, Superintendent
P.O. Box 338
409 West Cullins Ave
Sabinal, Texas 78881
PHONE: (830) 988-2472
FAX: (830) 988-7170

SABINAL INDEPENDENT SCHOOL DISTRICT

By and through this certification, and majority vote on October 14, 20205, by the Board of Trustees, Sabinal ISD (the "District") certifies that it is in compliance with Senate Bill 12 of the 89th Texas Legislature and Section 39.008 of the Texas Education Code.

The District certifies that it is in compliance with Section 11.005 of the Texas Education Code. The District prohibits personnel duties relating to "diversity, equity, and inclusion." The District has adopted policies and procedures ensuring appropriate discipline, including potential termination for a district employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties.

The District certifies that it is in compliance with Section 28.0022(h) of the Texas Education Code by adopting a policy and procedure for the appropriate discipline, including potential termination, of a District employee or contractor who intentionally or knowingly engages in or assigns to another an act prohibited by Section 28.0022.

Attached to this certification are the District's policies and procedures providing for the appropriate discipline for an employee who is in violation of Section 11.005(c) and/or 28.0022(h).

Employees have been provided with written notification of these policies via electronic and printed copy through a notification of the requirements of Sections 11.005 and 28.0022. Employees have been provided with written notification of these disciplinary policies via electronic and printed copy in the 2025-2026 Sabinal ISD Employee Handbook.

The District at this time has no existing policies, programs, procedures, or training to report that were altered to ensure compliance with Sections 11.004(c) and 28.0022(h).

The District at this time has no cost savings to report resulting from actions taken by the District to comply with Section 39.008.

Board President

Secretary

Date

Date



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Sec. 39.008. CERTIFICATION OF COMPLIANCE WITH CERTAIN LAWS REQUIRED.

(a) Not later than September 30 of each year, the superintendent of a school district or open-enrollment charter school shall certify to the agency that the district or school is in compliance with this section and Sections 11.005 and 28.0022.

(b) The certification required by Subsection (a) must:

(1) be:

(A) approved by a majority vote of the board of trustees of the school district or the governing body of the open-enrollment charter school at a public meeting that includes an opportunity for public testimony and for which notice was posted on the district's or school's Internet website at least seven days before the date on which the meeting is held; and

(B) submitted electronically to the agency; and

(2) include:

(A) a description of the policies and procedures required by Sections 11.005(c) and 28.0022(h) and the manner in which district or school employees and contractors were notified of those policies and procedures;

(B) any existing policies, programs, procedures, or trainings that were altered to ensure compliance with this section or Section 11.005 or 28.0022; and

(C) any cost savings resulting from actions taken by the school district or open-enrollment charter school to comply with this section.

(c) The agency shall post each certification received under Subsection (a) on the agency's Internet website.



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Added by Acts 2025, 89th Leg., R.S., Ch. 1125 (S.B. 12), Sec. 28,
eff. September 1, 2025.

Sec. 11.005. PROHIBITION ON DIVERSITY, EQUITY, AND INCLUSION DUTIES.

(a) In this section, "diversity, equity, and inclusion
duties" means:

(1) influencing hiring or employment practices with
respect to race, sex, color, or ethnicity except as necessary to
comply with state or federal antidiscrimination laws;

(2) promoting differential treatment of or providing
special benefits to individuals on the basis of race, color, or
ethnicity;

(3) developing or implementing policies, procedures,
trainings, activities, or programs that reference race, color,
ethnicity, gender identity, or sexual orientation except:

(A) for the purpose of student recruitment efforts
by colleges and universities designated as historically black
colleges and universities in collaboration with school districts
or open-enrollment charter schools; or

(B) as necessary to comply with state or federal
law; and

(4) compelling, requiring, inducing, or soliciting any
person to provide a diversity, equity, and inclusion statement or



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giving preferential consideration to any person based on the provision of a diversity, equity, and inclusion statement.

(b) Except as required by state or federal law, a school district:

(1) may not assign diversity, equity, and inclusion duties to any person; and

(2) shall prohibit a district employee, contractor, or volunteer from engaging in diversity, equity, and inclusion duties at, for, or on behalf of the district.

(c) A school district shall adopt a policy and procedure for the appropriate discipline, including termination, of a district employee or contractor who intentionally or knowingly engages in or assigns to another person diversity, equity, and inclusion duties. The district shall provide a physical and electronic copy of the policy and procedure to each district employee or contractor.

(d) The policy and procedure adopted by a school district under Subsection (c) must ensure that an employee or contractor receives adequate due process and an opportunity to appeal disciplinary actions, including termination, in the same manner provided for other disciplinary actions.

(e) Nothing in this section may be construed to:

(1) limit or prohibit a school district from contracting with historically underutilized businesses or businesses owned by members of a minority group or by women in accordance with applicable state law;

(2) limit or prohibit a school district from acknowledging or teaching the significance of state and federal



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holidays or commemorative months and how those holidays or months fit into the themes of history and the stories of this state and the United States of America in accordance with the essential knowledge and skills adopted under Subchapter A, Chapter 28;

(3) affect a student's rights under the First Amendment to the United States Constitution or Section 8, Article I, Texas Constitution;

(4) limit or prohibit a school district from analyzing school-based causes and taking steps to eliminate unlawful discriminatory practices as necessary to address achievement gaps and differentials described by Section 39.053; or

(5) apply to:

(A) classroom instruction that is consistent with the essential knowledge and skills adopted by the State Board of Education;

(B) the collection, monitoring, or reporting of data;

(C) a policy, practice, procedure, program, or activity intended to enhance student academic achievement or postgraduate outcomes that is designed and implemented without regard to race, sex, color, or ethnicity; or

(D) a student club that is in compliance with the requirements of Section 33.0815.

Added by Acts 2025, 89th Leg., R.S., Ch. 1125 (S.B. 12), Sec. 3, eff. September 1, 2025.



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Sec. 28.0022. CERTAIN INSTRUCTIONAL REQUIREMENTS AND PROHIBITIONS. (a) For any course or subject, including an innovative course, for a grade level from kindergarten through grade 12:

(h) A school district or open-enrollment charter school shall adopt a policy and procedure for the appropriate discipline, including termination, of a district or school employee or contractor who intentionally or knowingly engages in or assigns to another person an act prohibited by this section. The district or school shall provide a physical and electronic copy of the policy and procedure to each district or school employee or contractor.

Added by Acts 2021, 87th Leg., 2nd C.S., Ch. 9 (S.B. 3), Sec. 5, eff. December 2, 2021.

Amended by:

Acts 2025, 89th Leg., R.S., Ch. 1125 (S.B. 12), Sec. 22, eff. September 1, 2025.