

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Senate Bill 12: Annual Certification of Compliance with Certain Laws
Date: July 20, 2026
Administrator Responsible/Position: David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

A. Purpose of Agenda Item:

☐ Information Only ☒ Action Needed ☐ Receive Input

B. Authority for This Action:

☐ Local Policy ☒ Law or Rule ☐ N/A

C. Priority, Goal, or Need Addressed:

☐ Strategic Plan ☐ District/Campus Improvement Plan ☒ Other

Priorities

- ☐ **Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- ☐ **Priority 2:** Maximizing Academic Performance.
- ☐ **Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- ☐ **Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- ☐ **Priority 5:** Obtaining and Maintaining Top Rated District Recognition

Board Goals for 2023-2028

- ☐ **Goal 1*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- ☐ **Goal 2*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028.
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- ☐ **Goal 3*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

D. Summary: Consider and approve Certification of Compliance with Certain Laws under Texas Education Code 39.008, as enacted by Senate Bill 12 (89th Texas Legislative Session).

Background Information:

Texas Education Code (TEC) §39.008, as established by Senate Bill (SB) 12 in the 89th Texas Legislature, requires school districts to certify timely compliance with TEC §11.005 (Prohibition on Diversity, Equity, and Inclusion Duties) and TEC §28.0022 (Certain Instructional Requirements and Prohibitions). Verification includes

- reviewing local policies and procedures to ensure alignment;
- documenting how district employees and contractors were notified; and
- answering questions about whether existing policies, programs, procedures, or trainings were altered to comply with the statutes and whether cost savings were achieved based on

these actions.

The verification must be approved by a majority vote of the board of trustees at a public meeting that includes an opportunity for public testimony and for which notice was posted on the school system's website at least seven days before the meeting. It must then be submitted electronically to TEA no later than September 30 of each school year.

Navarro ISD has fully complied with both TEC §11.005 and TEC §28.0022 through adoption of the following recommended policy updates from TASB:

- 127 - On the July 20, 2026, consent agenda: BJCF(LOCAL)
- 126 - Approved on November 17, 2025: CJ(LOCAL), DFBB(LOCAL), DH(LOCAL) plus 11 (LEGAL) updates

Two additional TASB policy updates addressed (LEGAL) policies pertaining to TEC §28.0022:

- 122 - Approved on December 18, 2023
- 119 - Approved on July 18, 2022

Furthermore, we reviewed several other policies (AE, CH, CV, DEA, FDA, and FDB) to ensure they were in compliance.

We verified that our Student Code of Conduct did not require any updates by utilizing the updated model document provided by Walsh Gallegos.

We added the following language to our 2026-2027 Navarro ISD Employee Handbook as recommended by TASB:

Prohibition on Diversity, Equity, and Inclusion

Policies DF, DH

Except as required by state or federal law, district employees are prohibited from engaging in diversity, equity, and inclusion activities, including assigning diversity, equity, and inclusion duties to any person. Any employee who intentionally or knowingly engages in or assigns diversity, equity, and inclusion duties to another person will be subject to appropriate discipline, including termination of employment.

Prohibited Classroom Instruction

Policies DF, DH

District employees are prohibited from engaging in an act prohibited by Education Code 28.0022 (Certain Instructional Requirements and Prohibitions). Any district employee intentionally or knowingly engaging in or assigning to another individual activities related to controversial topics described in Education Code 28.0022 is subject to disciplinary action, including termination of employment.

Employees are being notified of the new restrictions via the 2026-2027 Employee Handbook. The handbook will be sent to all employees with a summary of changes, including the two new sections responding to SB 12. Employees are required to verify electronically that they have received it.

In this context, contractors refers only to people who work in schools with students. We are

communicating these requirements to them through an updated Agreement for Independent Contractor Services and an updated Vendor Packet.

Navarro ISD did not need to alter any other policies, programs, procedures, or trainings in order to ensure compliance with these laws, nor did the district realize any cost savings as a result of any actions taken to comply with the laws.

Upon approval of this compliance certification by the board, district administration will submit the completed template electronically to the TEA via the AskTED system no later than September 30, 2026.

E. Comments Received:

☒ LT ☐ DEIC ☐ Other

All agenda items are reviewed by the Superintendent's Leadership Team.

F. Administrative Recommendation: Approve Certification of Compliance with Certain Laws under Texas Education Code 39.008, as enacted by Senate Bill 12 (89th Texas Legislative Session).

G. Fiscal Impact and Cost:

☐ Budget
☐ Bond

☐ Grant/Special
Funds

Amount: N/A
☐ Other

H. Exhibits:

- Draft TEC39008 Certification
- List of Relevant Policies Modified

I. Action: I move that the board approve Certification of Compliance with Certain Laws under Texas Education Code 39.008, as enacted by Senate Bill 12 (89th Texas Legislative Session) and direct the Superintendent to sign and submit the completed template via the AskTED system no later than September 30, 2026.

Motion by: _____ second by: _____

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

ABSTAINED: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED / DENIED / POSTPONED