



BOWIE INDEPENDENT SCHOOL DISTRICT

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DONNA HALE - SUPERINTENDENT

Subject: Required Employee Notice—Texas Senate Bill 12

Dear Bowie ISD Employees,

Bowie ISD is committed to providing an excellent education for every student while complying with state law and district policy. This letter is **mandated** by the state of Texas and provides notice of district policies and procedures associated with Senate Bill 12, passed by the 89th Texas Legislature.

Please review the accompanying policies and procedures addressing the following requirements:

Prohibition on DEI duties—Texas Education Code §11.005

Except as required by state or federal law, employees may not perform or assign diversity, equity, and inclusion duties as defined in this statute. The accompanying district policy explains the prohibited duties and applicable exceptions.

Instructional requirements and prohibitions—Texas Education Code §28.0022

Employees must comply with the instructional requirements and prohibitions addressed in the accompanying district policy. Please review these requirements carefully as they apply to your responsibilities, instructional activities, and assignments to others.

Accountability and disciplinary procedures

Intentionally or knowingly engaging in or assigning prohibited activities may result in disciplinary action, up to and including termination, in accordance with applicable law and district policies and procedures. Employees retain applicable due process and appeal rights.

Physical and electronic copies of the following documents accompany this notice:

- **Superintendent Nonrenewal BJCF (LOCAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=BJCF#localTabContent>
- **Prohibition on DEI Activities BT (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=BT#legalTabContent>
- **Superintendent Qualification and Duties BJA (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=BJA#legalTabContent>
- **Other Revenues: Gifts and Solicitations CDC (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=CDC#legalTabContent>
- **Contracted Services CJ (LEGAL) and (LOCAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=CJ#legalTabContent>
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=CJ#localTabContent>

Equipment and Supplies Management: Instructional Materials Care and Accounting CMD (LEGAL)

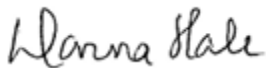
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=CMD#legalTabContent>

- **Technology Resources: District, Campus, and Classroom Websites CQA (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=CQA#legalTabContent>
- **Termination of Employment DF (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=DF#legalTabContent>
- **Term Contracts: Nonrenewal DFBB (LOCAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=DFBB#localTabContent>
- **Employee Rights and Privileges DG (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=DG#legalTabContent>
- **Employee Standards of Conduct DH (LOCAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=DH#localTabContent>
- **Misc. Instructional Policies: Teaching About Controversial Issues EMB (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=EMB#legalTabContent>
- **Student Discipline: Removal by Teacher or Bus Driver FOA (LEGAL)**
<https://pol.tasb.org/PolicyOnline/PolicyDetails?key=902&code=FOA#legalTabContent>

If you have questions about how a requirement applies to your work, contact your principal, immediate supervisor, or the superintendent's office before proceeding with the activity in question.

Thank you for your attention to these responsibilities and for your continued commitment to serving Bowie ISD students with professionalism, care, and respect.

Sincerely,



Donna Hale
Superintendent
Bowie Independent School District

