TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: KIPP Texas Public Schools

County-District Number (CDN): 227-820

Superintendent/CEO Name: Sehba Ali

Certification School Year: 2026-2027

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures.

On August 28, 2025, the Board of Directors adopted Board Policies 4.211 and 4.212 in compliance with Texas Education Code requirements:

- **Board Policy 4.211 (TEC § 11.005):** Incorporates the statutory definition of DEI duties, a prohibition against assigning DEI duties, the circumstances under which disciplinary action may be taken against an employee or contractor who intentionally or knowingly engages in or assigns DEI duties, and the limitations of the DEI prohibitions as set forth in the statute.
- **Board Policy 4.212 (TEC § 28.0022):** Incorporates prohibited classroom discussions and activities, applicable statutory exceptions, the prohibition of penalties against students, the circumstances under which disciplinary action may be taken against an employee or contractor who intentionally or knowingly engages in prohibited conduct, and the requirement to distribute the policy to all employees and contractors.

Manner of Notice

- **Electronic Copies:** Both policies are published on the KIPP Texas intranet and included in the Team & Family (Staff) Handbook, requiring annual employee review and acknowledgment. All active vendors and contractors received electronic notification on September 19, 2025; vendors onboarded after this date must execute a certification of compliance prior to authorization.
- **Physical Copies:** Physical copies of both policies are posted at every campus and central office location and are provided to employees or vendors upon request.

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☑ Yes ☐ No

If yes, describe or attach a copy of the changes below.

The following operational procedures, internal policies, and professional development programs were updated to ensure full statutory compliance:

- **Volunteer Onboarding & Procedures:** Updated the volunteer form and onboarding workflow to require all prospective volunteers to sign a TEC § 11.005 compliance acknowledgment prior to approval.
- **Internal Staff Policies:** Revised internal staff policies to explicitly align with statutory requirements and prohibitions under TEC §§ 11.005 and 28.0022.
- **Annual Compliance Trainings:** Adopted updated, mandatory annual compliance training modules delivered through a TEA-approved Education Service Center (ESC).

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☑ No

Total cost savings: $ 0.00

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: September 24, 2026

Meeting notice was posted on LEA website at least seven days in advance: ☑ Yes ☐ No

Public testimony opportunity provided during meeting: ☑ Yes ☐ No

Certification approved by majority vote: ☑ Yes ☐ No

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent/CEO Signature: _____

Date: 09.25.2026



SWORN TO AND SUBSCRIBED before me on this 25 day of Sept., 2026.

_____
Notary Public, State of Texas

KIPP Texas Inc. Charter
Resolution of the Board of Directors
September 24, 2026

The Board of Directors of KIPP Texas, Inc. (the "Corporation") hereby approves and adopts the following resolution:

WHEREAS KIPP Texas, Inc. (CDN 227-820) is a state open-enrollment charter;

WHEREAS Texas Education Code Section 39.008 requires open enrollment charter school superintendents to certify to the Texas Education Agency ("TEA") by September 30th of each year that the open-enrollment charter school is in compliance with Section 11.005 of the Texas Education Code (Prohibition on DEI Duties) and with Section 28.0022 of the Texas Education Code (Certain Instructional Requirements and Prohibitions); and

WHEREAS Texas Education Code Section 12.104(b)(3)(Z) specifies that Section 11.005 applies to open-enrollment charter schools and Texas Education Code 28.0022 specifies that it applies to open-enrollment charter schools; and

WHEREAS the Board of Directors held a public meeting on September 24, 2026 that included an opportunity for public testimony on this matter and for which notice was posted on the school's Internet website at least seven days before the date on which the board meeting was held; and

WHEREAS a copy of the board meeting notice is attached hereto as Exhibit A to this resolution; and

WHEREAS during the September 24, 2026 Board meeting, the Chief Executive Officer presented to the Board of Directors the compliance information attached in Exhibit B.

THEREFORE BE IT RESOLVED, that on this date, September 24, 2026, the Board of Directors of KIPP Texas, Inc., CDN 227-820, at a lawfully called meeting of the Board of Directors, adopted the following resolutions:

SECTION 1. The Board of Directors, after offering an opportunity for public testimony, hereby approves the Exhibit B certification of compliance presented by the Chief Executive Officer at the public meeting of the Board of Directors held on September 24, 2026 and finds that KIPP Texas Public Schools is in full compliance with Texas Education Code Sections 11.005 and 28.0022.

SECTION 2. The Chief Executive Officer is hereby directed to certify compliance with Texas Education Code Sections 11.005 and 28.0022 by submitting a completed certification form to TEA in the manner and means directed by TEA. The Board of Directors understands that TEA must post the completed certification on the TEA's Internet website.

KIPP Texas Inc. Charter
Resolution of the Board of Directors
September 24, 2026

Consider Public Testimony, if any, and Approval of Certification of Compliance with Senate Bill 12 (89th Legislative Session)/Texas Education Code Section 39.008

SIGNED, In Favor of the Resolution on September 24, 2026.

Gene Austin, Treasurer

Bill Boyar, Board Member

Paul Doll, Board Member

Amy Gurley, Board Member

Keith Hennington, Board Member

Beth Huddleston, Board Member

Ivan Jaime, Board Member

Tim Kopra, Board Member

Dolores Lozano, Secretary

Ethan Phillips, Board Member

Patricia Ponton, Assistant Secretary

Shana Ravnsborg, Board Member

Shawn Raymond, Board Member

Alex Sharma, Vice Chair

Allison Thacker, Board Member

Darla Whitaker, Board Chair

Exhibit A

Notice of KIPP Texas Board Meetings

09.24.26 Board Meeting Agenda

Exhibit B

TEC 39.008 Certification of Compliance

[The above was submitted as Board pre-read material]

PG-4.211 Prohibition on Diversity, Equity, and Inclusion Duties PG-4.212 Instructional Requirements and Prohibitions

KIPP Texas Vendor Certifications

2026-27 KIPP Texas Employee Handbook (Pages 50-53)