



Lamar CISD Board of Trustees: Board Operating Procedures

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MEET THE LAMAR CISD SCHOOL BOARD



Jacci Hotzel, President – District 4
Board Member Since 2023
Current term expires in 2027

Jacci Hotzel is a lifelong Fort Bend County resident and owner of Shop Bright Faith, a small business which focuses on creating positive, faith-based jewelry for women and girls.

As the mom of three children who all attend Lamar CISD schools, she is a devoted campus volunteer as well as an avid supporter of many charitable organizations across Fort Bend, including Parks Youth Ranch and Gigi's Playhouse. She currently serves on Campbell Elementary's PTO Board and as vice president of the George Ranch Choirs Booster Club. She and her family live in Greatwood and attend Sugar Creek Baptist Church.



Jon Welch, Vice President – District 5
Board Member Since 2019
Current Term Expires in 2027

Jon Welch was born in Houston, grew up in Sugar Land and attended Fort Bend ISD schools. He earned a Bachelor's degree in Communications in college. He works in marketing. He has lived in Lamar CISD since 2008. He is the proud father of two teenagers.

Jon credits his parents and several of his teachers with his passion for learning, his intellectual curiosity, and his interest in the societal and cultural issues facing the nation today. On a more personal note, he enjoys books about history and biographies of memorable individuals. He also follows the Houston Astros and the NFL.



Suzanne Box, Secretary – District 7
Board Member Since 2023
Current term expires in 2027

Suzanne Box is a 35-year resident of Fort Bend County and mother to 5 Lamar CISD children.

She worked in software development for the oil & gas industry and graduated from Texas A&M University in 2000.

Suzanne has been very involved in the lives of her family and community over the years. She has served on the Fulshear Athletic Booster Club in various capacities, and most recently as president. Suzanne is active in her children's academics as well as their extracurricular activities such as football, wrestling, track, soccer, and Young Men's Service League.

In 2014, Suzanne co-founded a non-profit, Caring for Korah, that focuses on releasing children and families from poverty through education. She and her family attend Second Baptist Church, 1463 campus.



Zach Lambert, Member – District 1
Board Member Since 2021
Current term expires in 2029

Zach Lambert has been a Lamar CISD resident since 2015. Zach manages Mercy Goods in Richmond, an organization that hires and trains students in the community and teaches them to design and build furniture with the purpose of ensuring graduation, learning job skills and receiving mentorship.

His wife, April, is a teacher in Lamar CISD and they have three children who attend Lamar CISD schools.



Monica Henderson, Member – District 2
Board Member Since 2025
Current term expires in 2029

Monica Henderson is a longtime Fort Bend County resident and a proud mother of two daughters attending Lamar CISD schools. Her mother was an elementary school teacher, inspiring her to become a teacher and, from early in her career, to dream of combining her political science degree with her passion for education by serving as a school board trustee.

She graduated from Texas A&M University and began her career as a classroom teacher at Fort Bend ISD. She currently serves as a government teacher with Texas Online Preparatory School, a full-time online public school serving grades 3-12.



Vanessa Marsters, Member – District 3
Board Member since 2025
Current term ends in 2029

Vanessa Marsters grew up in Sugar Land, Texas and graduated from Clements High School, where she played volleyball for the Lady Rangers. She earned her bachelor's degree from the University of Houston and has more than 20 years of experience working in operations and compliance, focusing on fiscal discipline and communication.

She is the proud mother of two children who attend Lamar CISD schools, and believes that strong public schools strengthen the entire community. She loves cheering for the Texans, Astros, Dynamo, Dash, and our own Lamar CISD teams.



George Arroyos, Member – District 6
Board Member since 2025
Current term ends in 2029

George Arroyos grew up in Hereford, Texas and graduated from Hereford High School. He then earned his bachelor’s degree from Angelo State University and a master’s degree from the University of Houston-Victoria.

As a resident of Fort Bend County, George has served his community for more than two decades. He currently holds the position of Chairman of the Fort Bend County Library System Advisory Board and volunteers with the Lamar CISD Common Threads program and the 4-H Youth Leadership program. He works full-time in speech communication at the Richmond campus of Wharton County Junior College.



Dr. Roosevelt Nivens – Superintendent

Dr. Roosevelt Nivens has served as Superintendent since 2021, leading one of the fastest-growing school districts in Texas with more than 48,000 students across 58 campuses. Under his leadership, the district passed a historic \$1.5 billion bond and continues to exceed academic expectations.

He was recently named the 2025 Region 4 Superintendent of the Year. Additionally, the Lamar CISD Board of Trustees earned the prestigious 2025 H-E-B Excellence in Education Award for its outstanding governance. He also currently serves as the President-Elect of the Texas Association of School Administrators (TASA), a role to which he was elected in 2025.

A proud lifelong educator of 30 years, Dr. Nivens began his career as a teacher in Dallas ISD and has served in roles from assistant principal to superintendent. He holds degrees from Liberty University and Texas A&M-Commerce, and has trained at Harvard’s Executive Leadership Institute.

He was named the 2019 Region 10 Superintendent of the Year and the 2019 National Superintendent of the Year for NABSE. In 2022, Dr. Nivens was honored to be named the Association of Latino Administrators and Superintendents (ALAS) Latino Serving Superintendent of the Year.

He’s passionate about ensuring that students have choices and opportunities, and he deeply believes in the power of speaking life into others, shaped in part by his journey, which began with a teacher who believed in him when he was a struggling student.

He is married to Karla Nivens, and they have two adult children, Naomi and Roosevelt III.

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Lamar CISD Campuses

Blue Track	Red Track	Gold Track
Lamar Consolidated High	Terry High	Foster High
Lamar Junior High	George Junior High	Briscoe Junior High
Wessendorff Middle	Navarro Middle	Wertheimer Middle
Hutchison Elementary	Beasley Elementary	Adolphus Elementary
Long Elementary	Bowie Elementary	Austin Elementary
Phelan Elementary	Culver Elementary	Bentley Elementary
Pink Elementary	Ray Elementary	Frost Elementary
Smith Elementary	Travis Elementary	Jackson Elementary

Maroon Track	Purple Track	Silver Track
George Ranch High	Fulshear High	Randle High
Reading Junior High	Leaman Junior High	Wright Junior High
Ryon Middle	Roberts Middle School	Steenbergen Middle
Campbell Elementary	Haygood Elementary	Arredondo Elementary
Carter Elementary	Huggins Elementary	Gray Elementary
Dickinson Elementary	Lindsey Elementary	Meyer Elementary
Velasquez Elementary	Melton Elementary	Thomas Elementary
Williams Elementary	Morgan Elementary	Seguin Early Childhood Center
	Randle Elementary	
	Tamarron Elementary	

GreenTrack
Tomas High
Banks Junior High
Bielstein Middle
Fagert Elementary
Hubenak Elementary
McNeill Elementary
Terrell Elementary

Special Sites
1621 Place
ALC
Powell Point

OVERVIEW: BOARD OPERATING PROCEDURES

These Board Operating Procedures are intended to guide and assist School Board Members in their role as a Trustee while conducting Board business. They are not intended to confer legal rights on any other person.

The Board Operating Procedures are not intended to take precedence over Board Policy. If there is a conflict or inconsistency between these Procedures and Board Policy, Board Policy will take precedence. At no time are these Procedures intended to override Local or Legal Policy or state or federal law.

The Board Operating Procedures will be reviewed annually by the Board and updated as needed as a part of Board training and orientation. The Board will revise the Board Operating Procedures and Board Code of Conduct as needed.

LAMAR CISD BOARD GOALS

Goal 1: Enhanced Student Learning Experiences

In alignment with Priority 1, Enhanced Student Learning Experiences, the Board will monitor and support progress toward Lamar CISD earning the state's highest accountability rating by monitoring disaggregated student achievement data by campus in all grades and district-level curriculum effectiveness, and prioritize instructional resource allocation monthly beginning Fall 2025.

Goal 2: Safe Learning and Working Environment

In alignment with Priority 2, Safe Learning and Working Environment, the Board will monitor and support progress toward ensuring all campuses meet or exceed state mandated safety standards by reviewing discipline reports, the results of annual safety audits, and requiring quarterly reports on corrective actions taken beginning Fall 2025.

Goal 3: Staff Quality and Support

In alignment with Priority 3, Staff Recruitment, Development, and Retention, the Board will monitor and support progress toward maintaining competitive compensation, supporting innovative recruitment strategies, and providing professional development by requiring semi-annual updates on staffing data, recruitment efforts, and retention rates beginning Fall 2025.

Goal 4: Home and Community Partnerships

In alignment with Priority 4, Communication and Community Engagement, the Board will monitor and support progress toward improving stakeholder communication and engagement by requiring quarterly reports on communication effectiveness, community feedback, and engagement metrics beginning Fall 2025.

Goal 5: Organizational Effectiveness

In alignment with Priority 5, Resource Stewardship and Operational Excellence, the Board will monitor and support progress toward ensuring effective management of district resources, including facilities and financial operations, by reviewing quarterly budget and facilities reports beginning Fall 2025.

DEVELOPING THE BOARD MEETING AGENDA

Placement of Items on the Agenda

In consultation with the Board President or Presiding Officer, the Superintendent shall prepare the agenda for all Board meetings. Any Board member may request that a subject be included on the agenda for a meeting, and the Superintendent shall include on the preliminary agenda of the meeting all topics that have been timely submitted by a Board member.

Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President or Presiding officer to ensure that the agenda and the topics included meet with the Board President's or Presiding Officer's approval. In reviewing the preliminary agenda, the Board President or Presiding Officer shall ensure that any topics the Board or individual Board members have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President or Presiding Officer shall place an item on the agenda if the item is requested by two Board members. The Board President or Presiding Officer shall not have authority to remove from the agenda a subject requested by the two Board members without their specific authorization.

Finalization of the Agenda

1. The deadline for submitting items for inclusion on the preliminary agenda is on the sixth business day before a regular meeting and sixth business day before special meetings.
2. No item can be placed on the agenda less than three business days in advance of the meeting unless an emergency or urgent public necessity exists. The Board President or Presiding Officer will have final discretion and approval of such placement.
3. Any agenda item added to the agenda after the original posting shall be done so in accordance with state laws.

Timely Notification of Board Meetings

1. Board members shall be notified of a meeting
 - a. At least three business days prior to a regular or special meeting
 - b. At least 1 hour prior to an emergency meeting
 - c. Board members will be advised, through administrative reports, as the agenda summary and complex agenda items are being developed.

Items for a Closed Session

1. All personnel issues must be conducted in a closed session, unless specifically required by the Texas Open Meetings Act, or
2. Anything that violates the right to privacy according to the Texas Open Meetings Act or the Texas Open Records Act cannot be placed on the open agenda.
3. The Board may discuss any and all subjects, for any and all purposes permitted by Sections 551.071-551.084, in executive session.

Consent Agenda Action Items

1. The Superintendent, in collaboration with the Board President or Presiding Officer, may consolidate items on the agenda summary for possible group action, or any Board member may suggest group action on items to expedite the Board meeting.
2. A request by any Trustee shall remove any item from the suggested consolidated action list.

CONDUCTING BOARD MEETINGS

Establishing a Quorum

1. Anytime four or more Board members are gathered to discuss school district business, it is considered a meeting.

Persons Addressing the Board

1. A person may address the Board by completing a form located inside the board room prior to the public comment/public participation portion of the regular board meeting or at the end of the discussion of the action items at the Board workshop.
2. Any patron may address the Board in Open Forum at any regular monthly Board meeting at a time specified by the

Board President or Presiding Officer.

3. The Executive Assistant to the board shall attempt to verify residency of patrons wishing to address the board. The Executive Assistant shall recite the patron's name and when possible, if their residency is within or outside of the District's boundaries, prior to the patron addressing the board.
4. If the patron's request to address the Board specifically identifies an agenda item, the Board President or Presiding Officer shall ensure that the patron's comments are heard prior to action on the specific agenda item.
5. Patron comments may be on items listed on the agenda or other areas of school district operations.
6. Each patron will be limited to five minutes maximum and in accordance with legal and local policy.
7. The Board will not respond to negative comments about individual employees, students, or board members during public session and may interrupt speakers to redirect them if they violate board rules or procedures

Response to Patrons Addressing the Board

1. Board members will listen attentively to comments.
2. After the board meeting, the Board President or Presiding Officer may ask the Superintendent to clarify an item.
3. Board members will not respond to or enter into discussion with the audience during the meeting since:
 - a. Items on the agenda will be discussed as appropriate and scheduled on the agenda.
 - b. Items not on the agenda do not permit Board members to respond or discuss.

Non-allowable Comments by Board or Audience

The Board will not respond to negative comments about individual employees, students, or board members during public session and may interrupt speakers to redirect them if they violate board procedures

Hearings

1. All level IV and/or public hearings will be conducted according to existing Board policies.
2. The Board President or Presiding Officer is responsible for facilitating hearings and may allow trustees to ask clarifying questions as appropriate.

Board Meeting Procedures

1. The Board shall be guided by parliamentary procedures as detailed in Robert's Rules of Order (local modification), revised, or spelled out in adopted Board Policies.
 - a. All discussion shall relate to the business currently under deliberation.
 - b. The Board President or Presiding Officer shall halt inappropriate discussion.
 - c. The Board President or Presiding Officer shall recognize members prior to their comments or questions.
 - d. Board members will raise their hand and be recognized by the Board President or Presiding Officer, prior to beginning any discussions or motions. The individual member will relinquish the floor back to the Presiding Officer once they have concluded.

Town Hall Meetings

1. Procedures for town hall meetings shall be determined on a case-by-case basis.
2. The Board President, Superintendent or designee shall lead town meeting discussions.

Discussion of Motions

1. The Board President or Presiding Officer has the responsibility to keep the discussion to the motion at hand and shall halt discussion that does not apply to the business before the Board.
2. The Board President or Presiding Officer may make motions, second motions, and enter into debate.

Board Member Voting

1. The Board President or Presiding Officer shall vote on action items.
2. Except in a conflict of interest, as defined by law, Board members shall vote on all action items. An absentia vote (a vote to abstain) is considered a vote.
3. In the event of a tie vote, the motion shall be tabled. If the item is tabled, the Board President or Presiding Officer shall bring the item back to the Board on a subsequent agenda.

EMPLOYEE OR CITIZEN COMPLAINT TO INDIVIDUAL BOARD MEMBERS

How the Board Will Handle Complaints:

1. When a person complains to a Board member regarding school personnel or an administrative issue, the Board member will:
 - a. Remind the employee or citizen that they must remain impartial in case the situation goes before the Board for a decision.
 - b. Refer the employee or citizen to the appropriate person in the chain of command. The complainant must go through the chain of command.
 - c. The Board member will advise the Superintendent of a substantive or significant complaint in a timely manner.

BOARD MEMBERS VISITS TO SCHOOL CAMPUS

1. Board members are encouraged to attend any and all school events as their time permits and to show support of school activities.
2. Board members are not to go into teacher's classrooms or onto campuses for the purpose of investigation or evaluation.
3. Board members shall communicate, via text, with the Superintendent prior to their visits, except when attending a scheduled school function, activity, or in acting in their role as a parent.
4. Board members must check in at the office when visiting campuses.
5. Board members must wear identification tags when visiting schools.

BOARD MEMBERS AS PARENTS

While Board members have no authority over staff members, it is often difficult for staff members to view the board member as a parent rather than as a board member. Board members are encouraged to:

1. Make it clear that they are acting as parents.
2. Not request nor accept extraordinary consideration for their children, other family members, and friends, with the exception of graduation.

COMMUNICATIONS

1. The President of the Board, or Vice President in the absentia of the President, will meet with the Superintendent on a routine basis to discuss topics of the District.
2. Requests for information to the Superintendent from a Board member will be communicated to all Board members via the Superintendent's Weekly Update or separate email communications.

3. The Board will internally communicate through public hearings, Board meetings, conferences and conventions, school publications and written communications through the Superintendent's office.
4. Unless otherwise approved by the Board, individual Board members cannot speak in an official capacity or otherwise represent the views of the Board.
5. The Superintendent will communicate with all Board members via the weekly Board Update or other means as needed.
6. The Superintendent will communicate information in a timely fashion to all Board members.
7. The Board President or Presiding Officer shall report the training hours attained by each Board member at the last regular Board meeting of the academic year.

INDIVIDUAL BOARD MEMBER REQUEST FOR INFORMATION OR REPORTS

1. Board members shall request information and/or reports from the Superintendent and copy Board President or Presiding Officer.
2. The Superintendent will gather information and/or report and disseminate to the Board in a timely manner.
3. Board members are encouraged to advise the Superintendent of questions or concerns on agenda items before the Board meeting.
4. The Superintendent may contact each board member prior to a meeting to clarify any questions he/she may have.

EVALUATION OF THE BOARD

1. There shall be a routine assessment of the status of the Board/Superintendent team as part of the mid-year formative review.
2. Evaluation will be conducted in closed session on a schedule determined by the Board. The evaluation will focus on, but not be limited to, the following questions:
 - a. Are we following the Code of Ethics?
 - b. Are we following the Code of Conduct, Social Contract and Board Operating Procedures?
 - c. Is the Team of Eight functioning efficiently and effectively?
 - d. Are/were Board and District goals effective?

EVALUATION AND CONTRACT OF THE SUPERINTENDENT

1. A summative evaluation will be conducted annually, no later than February of each year.
2. (In the case of a newly hired Superintendent, this will apply to the 2nd year of employment)
3. The Board will conduct a mid-year formative review before the end of September of each year. The Board President or Presiding Officer shall schedule the appropriate sessions to discuss the mid-year review.
4. The Board President or Presiding Officer will obtain input from all other members on the approved evaluation indicators.
5. Evaluation of the Superintendent is conducted by consensus in closed session.
6. The superintendent shall discuss contract revisions in closed session and allow the Board to deliberate on requested revisions.
7. As consistently as possible, the superintendent's summative evaluation and contract shall be voted on during the March Regular Board Meeting.

PROCESS FOR SELECTING BOARD OFFICERS

1. Candidates for the roles of Board President, Vice President, and Secretary must have at least one year of experience serving on the Board.
2. Annual Officer Selection Timeline
 - Years without a Board Election: Officer selection may occur at any Board meeting; however, newly elected Officers do not assume their roles until the May Board meeting is adjourned.

- Years with a Board Election: Officer selection takes place immediately after newly elected or re-elected Trustees are sworn in during the May Board meeting. Officers assume their roles immediately so that the remainder of the meeting can be conducted under the newly organized Board.
- 3. Officers may serve in the same Officer role for a maximum of two consecutive years.
 - Exceptions may be made under the following circumstances:
 1. No other Trustee meets the eligibility requirements for the role, or
 - b. No other Trustee is willing to serve in the role.
 - These exceptions allow the Board to maintain continuity and ensure leadership roles are filled when necessary.
- 4. During the Officer selection process, or soon thereafter, the Board President or Presiding Officer **may** reorganize all Board internal committee memberships and chairpersons.

ROLE AND AUTHORITY OF BOARD MEMBER AND/OR BOARD OFFICERS (AS SET BY STATE STATUTE)

1. No Board member or officer has authority outside the Board meeting.
2. No Board member can direct employees in regard to performance of their duties.
3. The Board President or Presiding Officer should attempt to first consult with the Vice President and Secretary, when consulting the Board for advice.

President:

1. Preside at all Board meetings.
2. Appoint committees.
3. Call special meetings.
4. Sign all legal documents required by law.

Vice President:

1. Act in the capacity of the President in the absence of the President.

Secretary:

1. Ensure that accurate records are kept.
2. In the absence of the President and Vice President, the Secretary shall serve as President Pro-tempore.

Office Vacancy:

1. If a vacancy occurs on the board, the remaining board members may fill the vacancy by appointment until the next trustee election, or may order a special election to fill the vacancy. If more than one year remains in the term of the position vacated, the vacancy shall be filled not later than the 180th day after the date the vacancy occurs. Education Code 11.060
2. The Vice President shall fill a vacancy in the Presidency and a new Vice President shall be elected.
3. A vacancy among officers of the Board other than the President shall be filled by a majority action by the Board.

ROLE OF BOARD IN CLOSED SESSION

1. Board can only discuss those items listed on the closed agenda and as limited by law, Texas Government Code Chapter 551.
2. Board must vote in public (open) session.
3. Information discussed during the closed session must remain confidential.

MEDIA INQUIRIES TO THE BOARD

1. The Board President or his/her designee shall be the official spokesperson for the Board to the media/press on issues of media attention.
 - a. All Board members who receive calls from the media should direct them to the Board's spokesperson.

- b. The Board member shall notify the Board President or Presiding Officer and the Superintendent of the call.
2. Any Board member may respond to general inquiries.

ANONYMOUS PHONE CALLS/LETTERS/COMMUNICATIONS

1. The Lamar CISD Board of Trustees encourages community input.
2. Anonymous communications will not receive the Board's attention, discussion or response and will not be referred to the administration for action.

REQUIRED BOARD MEMBER TRAINING

1. See Lamar CISD policy BBD (LEGAL)

REIMBURSABLE EXPENSES

1. Board members shall be reimbursed for reasonable expenses for:
 - a. Carrying out the business of the Board at Board request;
 - b. Attending meetings and conventions as official representatives of the Board.
 - c. Mileage, commercial transportation, parking, lodging, meals and other incidental expenses.

Board members shall not be reimbursed for:

1. Expenses of family members who travel with Board Members.
2. Alcoholic beverages.

CAMPAIGNING FOR ELECTION OR RE-ELECTION

1. Board incumbents running for re-election shall not request or accept support from District employees during work time.
2. Board members shall not utilize District equipment or materials for campaign.

REVIEW OF BOARD OPERATING PROCEDURES

1. The Board Operating Procedures will be reviewed and updated annually.
2. Efficacy of the Board Operating Procedures shall be part of the annual evaluation of the Board.

Board Ethics per Lamar CISD policy BBF (Local)

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

1. I will be fair, just and impartial in all my decisions and actions.
2. I will accord others the respect I wish for myself.
3. I will encourage expressions of different opinions and listen with an open mind to others' ideas.
4. I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
5. I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
6. I will work to ensure prudent and accountable use of District resources.
7. I will make no personal promise or take private action that may compromise my performance or my responsibilities.

8. I will tell the truth.
9. I will share my views while working for consensus.
10. I will respect the majority decision as the decision of the Board.
11. I will base my decisions on fact rather than supposition, opinion, or public favor.
12. I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
13. I will consistently uphold all applicable laws, rules, policies, and governance procedures.
14. I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.
15. I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
16. I will diligently prepare for and attend Board meetings.
17. I will avoid personal involvement in activities the Board has delegated to the Superintendent.
18. I will seek continuing education that will enhance my ability to fulfill my duties effectively.
19. I will be continuously guided by what is best for all students of the District.

In addition to Lamar CISD policy BBF (local), before I communicate through any public media (i.e. social media, the local newspaper or television station, etc.), I will consider the impact that my actions may have on the other Trustees.

Compliance With Board Operating Procedures

Individual Board Members are encouraged to express their concerns about a Board Member's compliance with Board Operating Procedures directly with that member, verbally, followed by any written communication. If needed, the following steps will be taken for further action:

1. If the issue isn't resolved after personal discussions between the individuals involved, then discussion with the Board President or Presiding Officer is appropriate. The Board President or Presiding Officer shall discuss the concern with the Board Member in question on behalf of the individual concerned, or the President or Presiding Officer shall moderate a discussion between those involved. If the concern involves the Board President or Presiding Officer, the Board Vice President shall serve this role.
2. If the issue still isn't resolved, the Board President or Presiding Officer shall place an item on the next meeting agenda for a Closed/Executive Session posted as "Deliberation of Duties of a Public Officer." Alternatively, any Board Member can notify the Board President or Presiding Officer and request the item be placed on the next meeting agenda, but the Board President or Presiding Officer will have final discretion. However, if two or more Board Members request the item be placed on an agenda, the item shall be placed on the agenda.
3. In Closed/Executive Session, the individuals with the concern shall state their concern and provide specific examples to support that concern and the Board shall discuss the concern. Among other options to resolve the matter in Closed/Executive Session, Board Members may encourage the Board Member to attend specific training related to the Board Operating Procedures.
4. If the Board Member in question does not believe his or her behavior is in conflict with Board Operating Procedures even in the Closed/Executive Session discussion, the matter will be addressed by majority vote of the Board in open session, with options including, but not limited to, the following (also reference in the VIOLATIONS and SANCTIONS section):
 - a. Require the Board Member to attend specific training related to the Board Operating Procedures.
 - b. Removal from any Board-appointed office.
 - c. Formally reprimanded at a formal meeting.

Discussions about compliance concerns should be intended to resolve the concern while avoiding any punitive actions. Discussions could include reminding the Board Member whose behavior is in question about the adopted Board Operating Procedures and how the questionable behavior does not comply with those procedures. The discussion could also identify more appropriate alternatives to the questionable behavior or refer the Board Member to policies or procedures that outline approved ways to deal with the issue that prompted the questionable behavior.

The Superintendent is encouraged, by these procedures, to report compliance concerns to the Board President or the Vice President; however, Board Members will not take concerns about fellow Board Members to the Superintendent.

Violations And Sanctions

1. Upon inclusion on the agenda and public posting in accordance with the law, the Board may convene in executive session to discuss a violation of the Code of Conduct and Board Operating Procedures, or other board policies, so long as the deliberation is confined to the duties, discipline, or complaint against a board member.
2. The board member may request that the deliberation be conducted in open session.
3. As a consequence of these deliberations, the Board may elect to do nothing, may reconvene in open session and vote to:
 - a. Publicly reprimand the board member
 - b. Recommend additional training for the board member
 - c. Authorize the Board President or Presiding Officer to remove the board member from leadership positions in the District. Leadership positions include board officer positions and membership on any district or campus level committee. The Board may utilize any or all of these sanctions as allowed by this section.
4. Nothing provided herein shall be construed to alter, modify, or limit in any way the rights of school district personnel and members of the public to file complaints against the board or board members under applicable board policies.

ATTESTATION

We, the undersigned, hereby approve and agree to adhere to the Lamar CISD Board of Trustees Standard Operating Procedures.

 _____ Jacqui Hotzel, President	_____ 12/16/2025 _____ Date
 _____ Jon Welch, Vice President	_____ 12/16/2025 _____ Date
 _____ Suzanne Box, Secretary	_____ 12/16/2025 _____ Date
 _____ George Arroyos, Member	_____ 12/16/2025 _____ Date
 _____ Monica Henderson, Member	_____ 12/16/2025 _____ Date
 _____ Zach Lambert, Member	_____ 12/16/2025 _____ Date
 _____ Vanessa Marsters, Member	_____ 12/16/2025 _____ Date

I hereby agree to assist the Lamar CISD Board of Trustees in their commitment to adhere to the Lamar CISD Board of Trustees Standard Operating Procedures.

 _____ Dr. Roosevelt Nivens, Superintendent	_____ 12/16/2025 _____ Date
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