



UNITED INDEPENDENT SCHOOL DISTRICT AGENDA ACTION ITEM

TOPIC: Discussion and possible action regarding approval of USD Board Operating Procedures

SUBMITTED BY: Trautmann & Garcia **OF:** Attorneys

APPROVED FOR TRANSMITTAL TO SCHOOL BOARD: _____

DATE ASSIGNED FOR BOARD CONSIDERATION: January 25, 2023

RECOMMENDATION:

It is recommended that the USD Board of Trustees discuss and take possible action regarding approval of USD Board Operating Procedures

RATIONALE:

BUDGETARY INFORMATION:

POLICY REFERENCE & COMPLIANCE:

UNITED INDEPENDENT
SCHOOL DISTRICT
Board of Trustees
Code of Ethics
and
Board-Superintendent Operating
Procedures



January~~December~~ 2023~~2~~

UNITED INDEPENDENT SCHOOL DISTRICT

PREFACE

Under Texas statute, the Board of Trustees, as a body corporate, has the exclusive power and duty to govern and oversee the management of the public schools of the District. Tex. Educ. Code § 11.151(b). It is the responsibility of the Board of Trustees, as a body corporate, to create policy for the school district, and it is the responsibility of the Superintendent and staff to manage and lead the District and ensure that the policies adopted by the Board are implemented. In effective school systems, the Superintendent and the Board of Trustees function as a “Team of Eight.” These Board-Superintendent Operating Procedures (“Procedures”) provide guidance as to the Board and the Superintendent in the operation of this “Team of Eight” so that they may function as a cohesive and effective unit in their mission to accomplish the goals and priorities of the school district. The Procedures serve as standard operating procedures that supplement, not replace, the local policies of the school district.

In order for the Board to operate as a body corporate, individual Board Members should be familiar with and respect the standards expressed here. The Board recognizes that in some instances the Board is agreeing to impose limits beyond those strictly required by law or policy. These Procedures are not intended to carry the force of law or policy, nor are they intended to confer legal rights on any person. Likewise, these Procedures are not intended to take precedence over Board Policy.

The expressions here are intended to be dynamic, affirmative expressions of the understandings of the Board about how to operate as a corporate body. If there is a conflict or inconsistency between these Procedures and Local Board Policy, every effort will be made to revise Board Policy to reflect the intent of the Board in these Procedures.

ETHICS FOR SCHOOL BOARD MEMBERS

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:

Equity in attitude

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

Trustworthiness in stewardship

- I will be accountable to the public by representing District policies, programs, priorities and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance of my responsibilities.
- I will keep all confidential information shared by the Superintendent private and not disclose it to a third party other.

Honor in conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.
- I will express my thoughts and decisions in a professional manner.
- I will listen to all Board Members' thoughts/opinions.

Integrity of character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will keep confidential information that is privileged by law or that will needlessly harm the District if disclosed.
- I will uphold the District's reputation through my actions, words, and decisions.

Commitment to service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

- I will avoid personal involvement in activities that the Board has delegated to the Superintendent.
- I will not use my position for professional/personal gain or profit.

Student-centered focus

- Most importantly, I will be continuously guided by what is best for all students of the District.

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BOARD OPERATING PROCEDURES

I. Developing Board Meeting Agendas

1. Agendas are drafted by the Superintendent in consultation with the Board President, but final approval for the agenda is the sole authority of the Board President.
2. Any three (3) Board Members may request that a subject be included on an agenda for a Board meeting. That request shall be forwarded to the Board President and Superintendent by the 3rd business day before regular board meetings and the 3rd calendar day before special board meetings. The Board President shall ensure that any topics the Board requests to be addressed shall be on the agenda of the same monthly regular board meeting following the submission of the request. If the agenda item cannot be posted on the Board meeting that takes place immediately following the submission of the request, the agenda item will be included on the following month's regular board meeting agenda.
3. Any two (2) Board Members may request that a subject be included on an agenda for a ~~standing committee meeting~~Board workshop. The same rules apply for ~~standing committee~~Board workshop agendas as dictated in section (I)(2) above.
4. No item can be placed on the Board Meeting Agenda less than 72 hours in advance of the meeting unless an emergency or urgent public necessity exists, as determined by the Superintendent and/or Board President in consultation with the District's legal counsel.
5. Board Members who have questions about a particular Board Meeting Agenda item will follow the "Questions about the Agenda" operating procedure.
6. The Superintendent must ensure that adequate backup materials are provided for each Board Meeting Agenda item and the information will be relayed to Board Members via email or hand-delivery (if requested by the Board Member) at least three (3) calendar days prior to the meeting.
7. For major action items, related and relevant information will be included with the backup materials.
8. All personnel issues must be conducted in an executive session unless specifically required to be discussed in open session by the Texas Open Meetings Act.
9. The Consent Agenda shall be items agreed to by the Board President, who shall determine items, if any, that qualify to be placed on the consent agenda. Board Members may call the Superintendent with questions regarding consent agenda items prior to the meeting; if more discussion is warranted, that item may be pulled during the meeting at the request of any Board Member and considered as an action item. Consent items may include:
 - (a) All routine items
 - (b) Shared Service Agreements and TEA matters
 - (c) Budget amendments

- (d) Tax refunds
- (e) Gifts, donations and bequests
- (f) Financial information
- (g) Minutes of regular and called Board meetings
- (h) Updates of Board Policy
- (i) Routine personnel items
- (j) Routine bid considerations
- (k) Items recommended by the Superintendent
- (l) Items discussed and recommended for approval at ~~the Business and Instruction Committee Meetings~~ Board workshops.

10. Regular meetings of the Board will begin at 6:00 P.M. and shall be held on the third Wednesday of the month. In the case of exigent or special circumstances, Regular meetings of the Board may be moved.

II. Questions About the Agenda

- 1. Board Members will direct any Agenda-related questions to the Superintendent prior to the Board ~~or Committee Meeting~~ or Board workshop.
- 2. If the requested information is not available, the Superintendent shall inform the Board Member prior to the start of the meeting.
- 3. Requests for additional materials relating to regular Board Meeting Agenda items shall be made at least one (1) business days prior to the beginning of the Board ~~or Committee Meeting~~ or Board wWorkshop.
- 4. If the Superintendent feels that a request for additional information or materials is not readily available, would interfere with District operations, or cannot reasonably be prepared before the Board meeting, the Superintendent or designee will notify the requesting Board Member and the Board President.
- 5. The Superintendent or designee will ensure that any additional materials or information that is provided to one Board Member is provided to all Board Members.

III. Board Member Preparation for Meetings

- 1. The Superintendent will ensure that all necessary or requested information is supplied to the Board Members to allow for informed decisions. Agenda packets will be delivered three (3) working days in advance in the case of Regular meetings.
- 2. Board Members should read and study the Agenda packet prior to each meeting.
- 3. Board Members should direct Agenda-related questions to the Superintendent at least eight (8) hours before the meeting.
- 4. By majority vote of the Board, an item may be tabled from the agenda if sufficient information is not provided in a timely manner.

IV. Member Conduct at Board Meetings/Public Forums

1. All Board Members are expected to conduct themselves professionally and ethically during all meetings and public forums. Examples of behavior that will not be tolerated are rude remarks, interruptions, yelling, name calling and disrespectful verbal or body language.
2. During posted meetings, all Board Members will conduct themselves according to the most recent version of Roberts Rules of Order, Newly Revised.
3. If during a meeting, a Board Member violates Robert's Rules of Order, the following disciplinary procedures will be enforced:
 - (a) President or any Board Member will ask for a recess and the President will talk privately with the offending Board Member.
 - (b) If the offending Board Member continues to be in violation, the President will issue a public warning in open session.
 - (c) If the offending Board Member continues to be in violation, any Board Member may call for public censure and removal of the disrupting Board Member from that meeting. This requires a 2/3rds vote according to Robert's Rules of Order for disruption of a Public Meeting.

Note: Differences of opinion, if respectfully submitted, are not to be construed as unacceptable behavior but rather as alternate views on a subject and should be encouraged.

4. Patrons addressing the Board:
 - (a) Public participation shall be permitted at the beginning of all Board meetings. Audience participation at meetings is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.
 - (b) At Regular Board ~~and Standing Committee~~ meetings and Board workshops, the Board shall permit public comment, regardless of whether the topic is item on the agenda posted with notice of the meeting. At Special Called meetings, public comments shall be limited to items on the agenda posted with notice of the meeting.
 - (c) Persons who wish to participate in this portion of the meeting shall sign up with the presiding officer or designee before the meeting begins and shall fill out the form provided appropriately.
 - (d) Time limits may be waived or modified by the presiding officer when more than five (5) individuals have signed up to provide public comment and in other situations as appropriate.
 - (e) The Board expects that each speaker will be courteous, respectful, and

model for our student how one conduct themselves in a professional manner even if one disagrees with another's view. Any person, whether speaking to the Board or not, who engages in disruptive action during a Board meeting will be asked to leave the meeting room after one warning. If necessary, the Board President or presiding officer over the meeting may request assistance from law enforcement to remove a disruptive person from the meeting room.

5. Board response to patrons addressing the Board:
 - (a) Board Members can hear comments.
 - (b) Board President may direct administration to investigate item(s) and report back to the Board.
 - (c) The Board should not engage in dialogue with the speaker during public comment.
 - (d) Board Members should not respond or enter into discussion with the audience during the meeting as:
 - i. Items on the agenda will be discussed as appropriate and during the scheduled portion on the agenda.
 - ii. Substantive responses regarding items that are not on the meeting agenda risks violation of the Texas Open Meetings Act.
6. Discussion of Employee/Student Issues:
 - (a) The Board will not allow ad hominem attacks regarding individual District personnel in open session.
 - (b) The Board will not allow complaints against individual students in open session.
7. Discussion of Agenda Items:
 - (a) All discussions shall be directed solely to the business currently under deliberation.
 - (b) The Board President has the responsibility to keep the discussion to the motion at hand and may halt discussions that do not apply to the business currently before the Board.

V. Member Participation in Discussion, Debate, and Voting

Procedure:

1. The most recent version of *Roberts Rules of Order, Newly Revised* is the parliamentary procedure adopted in policy by this Board; meetings, motions and debate shall follow these guidelines.
2. The President, or chairperson, of a meeting will recognize any Board Member who wishes to speak on a subject.

3. Debate and discussion may continue until such time as each Board Member feels that he/she has had adequate time to ask clarifying questions or make other comments, unless other time restrictions have been imposed by the Board.
4. Questions or comments must always be germane to the current agenda item.
5. No Board Member shall coerce another Board Member to vote in a particular manner, and no Board Member may attempt to solicit votes in any manner inconsistent with the Texas Open Meetings Act.
6. No Board Member will criticize any other Board Member with regard to his/her questions, discussion or vote.
7. Although it is the duty of every Board Member who has an opinion on a question to express it by his vote, any Board Member can abstain from voting on any item.
8. Board Members abstaining from voting may briefly state their reason for the abstention. Nothing in these Procedures shall be construed to limit a Board Member's ability to ask questions during the Board Meeting.
9. An item may not be brought back onto an agenda when that item has already been discussed/considered unless there is a request from three Board Members to amend and/or rescind the item. An item that fails to pass may only be brought back at a later meeting if there is a request from three Board Members to renew the item within three months of the meeting where the item originally failed to pass.

VI. Attendance at Meetings

1. Board Members are urged to make every effort to attend all meetings. If a Board Member is unable to attend, he or she will notify the Board President and the Superintendent as soon as possible.
2. Board Members who fail to attend three consecutive Board meetings without being excused for their absences by Board action will be considered neglectful in their duties as a Board Member and may be disciplined by the Board in accordance with Section 28 of these Procedures.

VII. Attendance by Videoconference Call

1. A Board Member who participates in a meeting by videoconference call shall be considered absent from any portion of the meeting during which audio or video communication with the Board Member is lost or disconnected. The Agenda shall be posted in accordance with the Texas Open Meetings Act. Further, participation by videoconference shall require prior approval from the Board President.
2. If a Board Member is lost or disconnected from a videoconference call, the Board may continue the meeting only if a quorum of the body remains present at the meeting location.

VIII. Video and Audio Recordings of Meetings

1. The District shall make available on the internet a video or audio recording of all regular Bboard meetings, ~~committees~~Board workshops, and special called meetings in which the Board votes on any matter or allows public comment or testimony.

IX. Requests for Information, Documentation or Reports Other Than Agenda Items

1. A Board Member, acting in his or her official capacity, has the right to seek information pertaining to District fiscal affairs, business transactions, governance, school operations, and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Act.
2. Board Members will direct their individual requests for detailed or sensitive non-agenda information to the Superintendent or the District's general counsel.
3. Information requested by one Board Member shall be provided to all Board Members at the same time.
4. Board Members are allowed access to information, documents, and other records that contain FERPA-protected information. However, Board Members shall maintain the confidentiality of information, documents, and records received as required by FERPA and any other applicable privacy laws, including attorney-client privileged information.
5. A Board Member requesting information for personal, non-official reasons must file a public information request with the District in accordance with Board Policy GBAA (Legal). In these cases, Board Members will have no greater or lesser access to the information than the general public.
6. As required by law, the District has created administrative regulations for tracking and reporting any requests for information by a Board Member, including the cost of responding to one or more requests by any individual Board member for 200 or more pages of material in a 90-day period. These administrative regulations will be made available for review by any Board member at any time.

X. Vendor Relations

1. Board must avoid oral or written contact with potential District vendors between the time a request for proposal or a bid is formally released and a recommendation is made by the administration to the Board.
2. Violations of the "no-contact" rule above should be reported to the District's Superintendent and general counsel as soon as possible so that appropriate corrective action may be taken in accordance with Board Policy CHE (Local).

XI. Citizen Request/Complaint to Individual Board Member

1. When a citizen complains to a Board Member, the Board Member should remind the citizen of due process and that the Board Member must remain impartial in case the situation goes before the Board.
2. Refer the citizen to the appropriate policies and procedures, if applicable, and to the appropriate District employee or administrator to assist in addressing the complaint. The Board Member shall also report the citizen's concern(s) to the Superintendent.
3. When appropriate, the Superintendent or designee shall communicate with the citizen in a timely manner and follow-up with the Board Member regarding any step(s) the District is taking to address the concern(s).
4. The Board, individually or collectively, shall promptly refer all significant criticisms, complaints and suggestions, regardless of the source, called to its attention to the Superintendent for study and appropriate action or recommendation. For example, "significant" items are those which may implicate the civil or criminal laws of Texas, including but not limited to child abuse and/or neglect, theft, and fraud.
5. The Superintendent shall promptly investigate such matters and shall inform the Board of the results or status of such matters orally, in writing, and/or at a regular or special-called Board meeting.

XII. Employee Request/Complaint to Individual Board Member

1. Listen respectfully and remain impartial.
2. Ask if the complainant has followed the District's policies/procedures and/or chain of command regarding their complaint.
3. If the complainant does not know the procedures or chain of command, inform the complainant that he or she must first speak with the appropriate staff member. If not satisfied, then the complainant must go to the appropriate administrator in charge of the campus or department where the concern arose. If not satisfied, the complainant must then contact the appropriate Central Office administrator. If the complainant is still not satisfied, he/she should conference with the Superintendent or designee.
4. The Board Member will inform the Superintendent or designee of the issue or complaint.
5. The Superintendent or designee will inform the Board Member of the resolution, if any, of any referred issue.
6. If the complainant's complaint results in a grievance, Board Members may be recused from hearing the grievance due to perceived lack of impartiality. Accordingly, Board Members should limit their involvement in the complaint outside of following the procedures set forth in this Section XI.

Note: This procedure shall not be construed to apply to complaints alleging criminal activity.

XIII. Communications

1. The Superintendent will communicate with all Board Members periodically via the Board information packet, which is usually sent by the Superintendent's office weekly on Friday.
2. The Superintendent will communicate requested information to all Board Members in a reasonable time and in accordance with Section VIII.
3. The Superintendent should distribute to all Board Members any information requested for the Board by the Board President or a Board Member.
4. Board Members should not communicate with other individual Board Members for purposes of soliciting votes in support of or opposition to items of business that may come before the Board.
5. Board Members who wish to share information relevant to District business or issues before the Board may relay the information to the Board President or Superintendent for, if appropriate, distribution to all Board Members in the weekly Board information packets.
6. The Superintendent will, via e-mail or text message, release significant information, including but not limited to District News Releases to the Board Members as expediently as possible. **These communications shall be solely for relaying information, not discussion or deliberation.** Board Members who wish to discuss the information provided should contact the Superintendent separately.
7. The Board President should communicate with the Superintendent on a regular basis.
8. Individual Board Members should not speak in an official capacity outside the Board Room or call or attend public meetings as a representative of the Board without prior authorization of the Board President. Board Members may be appointed by Board action to serve on non-District committees, groups, or coalitions, but any Board Member who is appointed to said committees, groups, or coalitions should note that they do not speak on behalf of the Board as a whole.
9. The United ISD Board of Trustees encourages input; however, anonymous calls or letters to the Board or individual Board Members may not receive Board attention, discussion or response and may not result in directives to the administration.
10. The Board, individually or collectively, shall not discuss public business or public policy over which the Board has control with employees of the District other than the Superintendent and other employees designated from time to time by the Superintendent, unless the Superintendent is notified in advance and agrees to such discussion.

11. The Board, individually or collectively, shall not discuss with anyone regarding an employee's employment, assignment, reassignment, salary and benefits, evaluation, or other terms and conditions of employment with any employee other than the Superintendent and his designees, unless the Superintendent is notified in advance and agrees to such discussion. Furthermore, the Board agrees to address and resolve all disputes, disagreements, and complaints with the Superintendent in a professional and legal manner.
12. Individual Board Members shall not direct District staff regarding the performance of the staff member's job duties or responsibilities. Instead, the Superintendent is the appropriate party for which the Board Member(s) should discuss any such matters.

XIV. Board-Superintendent Covenants

Procedure:

1. To build and maintain productive and effective relationships between the Board and the Superintendent, both the Board and the Superintendent seek to maintain a system of communication and interaction that builds upon mutual respect and trust.
2. To further that aim, the Board and the Superintendent will exercise honesty in all written and interpersonal interactions, seeking with great care to avoid misleading information, demonstrate respect for the opinions and comments of each other, focus on issues rather than personalities, communicate with each other in a timely manner to avoid surprises, criticize privately and praise publicly, maintain appropriate confidentiality, assume good intent on the part of other Board Members and the Superintendent, and respond to requests and inquiries in a timely manner.
3. Furthermore, the Board and Superintendent shall make every reasonable effort to protect the integrity and promote the positive image of the District, Board, Superintendent, and staff, and share credit for successful District initiatives, actions, and awards, and avoid blame for the failure or ineffectiveness of legitimate District initiatives or actions.

XV. Communication with Legal Counsel

Procedure:

1. Individual Board Members should channel legal inquiries through the Superintendent, District Administrators as determined by the Superintendent, or Board President as appropriate when seeking advice or information from the District's legal counsel.
2. Upon request of the Board or when deemed necessary by the Superintendent, the Superintendent shall report advice from legal counsel.
3. The District's legal counsel may place legal items for discussion and possible

action on any ~~committee~~Board workshop, special, or regular Board meeting agenda as legal counsel deems necessary.

XVI. Communication with the Media

1. The Board President or designee shall be the official spokesperson for the Board to the media on issues of media attention that require a response from the Board.
2. The Superintendent or a designated staff member shall be the official spokesperson for the District on issues of media attention that relate to District operations.
3. The Board President may make statements on behalf of the Board only on actions or positions upon which the Board has taken official action, unless an emergency or public necessity exists.
4. A Board Member who receives a call from the media requesting information, comments, or an interview regarding District business must direct the caller to Board President or Superintendent.
5. The Superintendent should notify the Board President of any media requests directed to the Superintendent or Board. If the matter is urgent, the Superintendent will notify the Board President and each Board Member via phone or e-mail, whichever is more practical.
6. Statements shall not be made to the media regarding individual personnel, students, or other matters protected by law.
7. A Board Member may speak to the media as an individual, but must understand that any comment will likely be interpreted by viewers/readers as an "official" statement of the Board.
8. In speaking as an individual, the Board Member must:
 - (a) clarify that he/she is speaking as an individual and not for the Board of Trustees;
 - (b) remind the media representative(s) that official statements of the Board are made only by the Board President; and
 - (c) remind the media representative(s) of the position or action of the Board of Trustees related to the issue in question.
9. Press releases issued on behalf of the Board will be approved by the Board President prior to release unless an emergency or public necessity exists.
10. If individual Board Members are pressed for information discussed or presented in closed/executive session, that Board Member will state clearly that he or she can give no information other than what is posted on the agenda. If pressed further, the Board Member will refer the inquiry to the Board President or Superintendent.
11. When it is apparent to the Board that it would be in the best interest of the students, staff, community, or Board to make a statement regarding anything that

occurs in or results from a closed/executive session, the Board President will compose an official public statement. Any such statement must comply with the limitations of the law.

XVII. Communication with the Community

1. Board Members are encouraged to participate in community activities as liaisons between the public and the District. When doing so, Board Members are expected to listen politely and respectfully, relay information about the District in a positive and truthful manner, and refer questions about specific District activities/issues to the appropriate staff person or spokesperson when they do not know the answers.
2. The Board of Trustees encourages community input, but should not respond or act on the basis of anonymous calls, letters or e-mails unless the communication pertains to criminal, health or safety issues.
3. Signed letters to the Board of Trustees, an individual Board Member or the Superintendent will be forwarded to the Board President or Superintendent for inclusion with a notation of any action taken, if the letter is not of a confidential or personal nature.
4. A Board Member retains the right to speak to anyone as an individual, but must understand that any comment will likely be interpreted by the listener as being an "official" statement of the Board.
5. Written statements from an individual Board Member on matters of concern to the individual Board Member must be placed on personal letterhead and not the District's or Board of Trustees letterhead, unless approved by Board action.

XVIII. Board Member Visits to School Campuses

1. Board Members are encouraged to visit any campus.
2. Board Members must check in at the principal's office following District guidelines and must provide identification like any other visitor to campus. Board Members will also be required to have an ID or visitor's badge visible while on campus.
4. —
35. Board Members may communicate with any staff member without interrupting scheduled learning periods or interfering with the learning process.
46. Board Members will not assume a supervisory role with staff or students.
57. Board Members will not assume a participatory role with staff or students unless specifically requested by campus staff.
68. While present on a school campus, Board Members should remember their unique role in the District and avoid signaling that they are present to inspect the campus

or solicit input about school operations.

97. Board Members are permitted to serve in limited volunteer roles within the District; however, volunteer service should be informal and not involve a routine obligation. Board Members must not assume roles that would normally be performed by employees at the direction of District staff. As with other campus visits, the Superintendent and campus administrator should be informed in advance if a Board Member plans to volunteer in the District.

Note: This operating procedure does not pertain to visits as a parent or as a spectator to school events or other events open to the general public.

XIX. Access to District Technology

1. Board Members may be issued devices or access to District technology resources, including e-mail accounts, primarily to expedite the performance of their official duties. Limited personal use of District technology is permitted if the use imposes no tangible cost on the District and does not unduly burden the District's technology resources. Any use of District technology resources requires the Board Member's acceptance of the District's acceptable use agreement as well as a written agreement that the District may monitor the Board Member's use.
2. Board Members will be familiar with, and comply with, all provisions of Board Policy BBI (Local), regarding use of technology, including compliance with requirements to retain certain records contained on either District or personal technology resources.
3. Board Members will bear in mind that records created using District technology resources may constitute school District records and may be subject to public disclosure under the Texas Public Information Act. Board Members should also remember that use of personal devices for District business may result in the creation of school District records that may also be subject to public disclosure under the Texas Public Information Act.

XX. Evaluation of Superintendent

1. The Board shall conduct a comprehensive evaluation of the Superintendent's annual performance each year to be completed in accordance with state law.
2. The Board shall use an evaluation document that has general, subjective goals as well as objective, performance-related goals. All evaluation criteria should tie to the Board's mission and goals for academic and overall District performance.
3. Any action resulting from the evaluation shall be at the sole discretion of the Board, and agreed to by a majority of the members, in a manner consistent with the Texas Open Meetings Act.
4. The Board will ensure that the evaluation process and document(s) will follow all local, state and national regulations or guidelines.

XXI. Selection of Board Officers

1. Election of Officers: At the meeting following each trustee election , and after certification of newly-elected Trustees, the Board Members shall organize by electing officers. The Board shall elect a President, a Vice President, a Secretary, and a Parliamentarian from its membership by a majority vote of the Board Members present and voting.

XXII. Board Training Requirements

1. The Board must meet minimum annual and biennial requirements for training for the period between January 1 and December 31.
2. For new Board Members, the training requirements include:
 - (a) New Board Member orientation within 120 days of their election/appointment to the Board;
 - (b) Orientation to Texas Education Code Training within 120 days of their election/appointment to the Board;
 - (c) At least three hours of Team-Building Training with the Board and Superintendent;
 - (d) Three hours of evaluating student academic performance within 120 days of their election/appointment to the Board;
 - (e) One hour on sexual abuse, human trafficking, and other maltreatment of children within 120 days of their election/appointment to the Board;
 - (f) One hour on the Open Meetings Act within 90 days of their election/appointment to the Board;
 - (g) One hour on the Public Information Act within 90 days of their election/appointment to the Board;
 - (h) Two hours on school safety within the first 120 days of their election/appointment to the Board; and,
 - (i) Ten hours of additional continuing education credits.
3. For experienced Board Members, the training requirements include:
 - (a) Update to the Texas Education Code following each legislative session and of sufficient length to address major changes;
 - (b) Three hours of Team-Building with the Board and Superintendent annually;
 - (c) One hour every 2 years on sexual abuse, human trafficking, and other maltreatment of children within 120 days;
 - (d) Two hours on school safety every 2 years; and
 - (e) Five hours of additional continuing education credits.

4. Finally, Board Members must take three hours of training every two years on evaluating student academic performance.
5. The Texas Education Code requires the President of the Board to announce at the last regular meeting held before an election of trustees a report on the training Board Members have received to date and whether or not they have met the required training.
6. In addition to required training activities, Board Members are encouraged to join the Texas Association of School Boards (TASB) and attend the TASB convention as well as other relevant conventions, conferences, or clinics.
7. For specific legal polices related to Board Member training see District Policy BBD (LOCAL), BBD (LEGAL), and BBD (EXHIBIT) available on-line at <http://pol.tasb.org/Home/Index/1210>.

XXIII. Travel Reimbursement

1. Reimbursement to Board Members for reasonable travel expenses for attendance at regional, state, or national conventions, conferences, and workshops shall be made by the District when attendance is authorized and deemed by the Board to be necessary in the conduct of the public schools.
2. The District may not pay the travel expenses of spouses and other persons who have no responsibilities or duties to perform for the Board when they accompany a Board Member to Board-related activities.
3. As specified in District Policy BBG (LOCAL), payment for authorized and documented travel expenses shall be made in accordance with legal requirements by either reimbursement (not to exceed the allowable rates) or advancement of a set amount.
4. For specific policies related to Board Member Travel Reimbursement, see District Policy BBG (LEGAL), and BBG (LOCAL) available online at <http://pol.tasb.org/Home/Index/1210>.
5. Daily stipends, also known as *per diems*, paid to Board Members for District-related travel and business must be reimbursed to the District if a Board Member cancels or returns from District-related travel or business prematurely.

XXIV. Role and Authority of Board Members and/or Board Officers

1. No Board Member or officer has authority outside the Board meeting.
2. No Board Member should address or direct employees regarding performance of duties.
3. The Board President shall preside at all Board meetings.
4. The Board President shall call a special meeting at the President's discretion or on request by three members of the Board and sign all legal documents required by law to be signed by the Board President instead of the Superintendent.

5. The Board Vice-President shall act in capacity of President in the absence of the President and sign other documents as necessary.
6. The Board Secretary shall: keep, or cause to be kept, an accurate record of the proceedings of Board Meetings, sign documents as necessary, and act in role of President in the absence of the President and Vice- President.
7. The Board Parliamentarian shall: (a) assist in the smooth conduct of Board Meetings and perform such other duties as the Board may request.

XXV. Role of Board in Executive Session

1. The posted agenda will list the topics to be discussed in executive session.
2. The Board may enter into executive session after the following requirements have been met:
 - (a) The Board has first been convened in open meeting for which notice has been given.
 - (b) The presiding officer has publicly announced in open meeting that an executive session will be held and has announced the time that the executive session convened and an estimated time until the Board returns to open session.
 - (c) The presiding officer has identified the section or sections of Chapter 551, Texas Government Code, which authorize the holding of such closed or executive session.
 - (d) The presiding officer has publicly announced that no final action, decision, or vote will be taken by the Board while in executive session.
3. No final action, decision, or vote shall be taken while the Board is in closed or executive session. The presiding officer shall so state prior to entering into executive session. The Board shall reconvene the open meeting after an executive session, prior to adjourning the meeting.
4. The record of Executive Session proceedings is documented by the Board President, signed and sealed. The District's general counsel shall assist with preparation of said certified agenda.

XXVI. Expressing Concerns About Another Member's Performance

1. Individual Board Members are encouraged to express their concerns about another Board Member's performance directly to that Board Member.
2. If addressing the issue directly with the Board Member does not resolve the concern, then discussion with the Board President is appropriate.
3. The Board President shall remind the Board Member whose behavior is in question about the adopted Code of Ethics and these procedures and discuss how the questionable behavior does not comply with the Code or these procedures.

The discussion also will 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.

4. The matter may be discussed by the full Board in closed session in an attempt to clearly identify behavior that may be inappropriate and discuss possible solutions or alternative approaches that may have a more positive impact on team cohesion and effectiveness. Action may be taken against the Board Member in open session.
5. If the concern involves the Board President, a Board Member may discuss his or her concerns with the Board Vice-President.
6. Board Members will not take concerns about fellow Board Members to the Superintendent.
7. Board Members will not speak negatively about another Board Member, Superintendent, or staff in the community.

XXVII. Board Hearings of Employee Grievances

1. Given the serious and delicate nature of employee grievances, each Board Member is responsible for studying Policy DGBA (Legal & Local), the Board policies relating to the process of employee grievances.
2. All grievance-related materials received by a Board Member must be held in the strictest confidence. A Board Member shall neither share information from that documentation nor what is heard during the actual grievance proceeding(s).
3. Board Members may only consider information that is presented during the grievance process; Board Members will not privately seek out information regarding any grievance. If a Board Member knows, or learns anything about, a grievance except what is admitted through the grievance documents that might render him/her unable to hear the grievance impartially, then he/she must tell the Superintendent immediately.
4. Any public statements arising from an employee grievance will be made by the Board President.
5. Any Board Member who violates the Board Policy on grievances may be subject to action as outlined in Violation of Operating Procedures.

XXVIII. Violation of Board-Superintendent Operating Procedures

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 Ethics and Board-Superintendent Procedures, or other Board policies, so long as the deliberation is confined to the duties, discipline, or complaint against a Board Member.
2. As a consequence of these deliberations, the Board may elect to do nothing, or 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 to remove the Board Member 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.

Note: 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.

XXIX. Reviewing Board-Superintendent Operating Procedures

1. The Board should review the contents of these Procedures annually with its Superintendent and general counsel. The Board may also review the Procedures periodically, as when a new member joins the Board. The Superintendent's office will maintain a copy of the Procedures and will recommend updates if a legal or policy change necessitates a change to the Procedures.