

Corpus Zorola

From: Carolyn Austin <Carolyn.Austin@tasb.org>
Sent: Friday, April 17, 2026 12:15 PM
To: Corpus Zorola
Subject: Re: Trustees Policy Recommendation

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Corpus --

Thanks for the phone call this morning. I have a better understanding of the situation that prompted the requested change and understand its importance.

I think the proposed language is very broad and largely redundant with the Educators' Code of Ethics [currently at [DH\(EXHIBIT\)](#) and moving to DHA(LEGAL) in Update 127]. Such broad language could be understood to mean that an aunt couldn't do data entry for a niece's ninth-grade semester grades on the possibility that the niece might end up in the top 20 percent in her senior year.

My recommendation is not to add any additional language to your policy manual on this topic. Educators are required to comply with the Code of Ethics, which includes standards that prohibit the educator from:

- Using institutional or professional privileges for personal or partisan advantage (Standard 1.3)
- Falsifying records (Standard 1.6).

These standards are already required by law and included in your policy manual and we generally recommend against repeating things that are required by law in local policy.

I understand that this request is coming after a breach of trust between the district and the community and that the board may feel that a policy revision will show the board's intent to repair that trust. If they feel strongly about adding language, I recommend adding a statement at EIC(LOCAL), your policy on class rank, like this:

District employees engaged in the calculation of class rank shall do so in compliance with the Educators' Code of Ethics [see DH(EXHIBIT)].

I'm hesitant to recommend adding this language, though, because it could imply that the Educators' Code of Ethics is less important in other district operations.

Probably the strongest thing your board can do to repair trust is to support the administration in a careful review (and possible revision) of administrative procedures for calculating class rank to ensure proper data entry, calculation, and oversight and to clarify the disciplinary consequences for an employee who violates the Educators' Code of Ethics at any point in the process of class rank calculation. Please remember that [DH\(LOCAL\)](#) already includes language regarding violations of standards of conduct that allow for disciplining an employee for violations of administrative regulations or any guidelines that impose duties, requirements, or standards attendant to an employee's status as a district employee — including termination of employment.

Best wishes,

Carolyn Austin