PEARLAND INDEPENDENT SCHOOL DISTRICT
BOARD MEMBER RULES OF CONDUCT

In keeping with its ethical responsibility to make decisions in terms of the educational welfare of all children in the District, and recognizing that decisions must be made by the Board as a whole, the Board has determined that the following rules of conduct should be followed by each individual Board member in order to maintain the integrity of the Board and protect the Board, the District, and individual Board members from needless liability. These guidelines are not intended to discourage the free expression of opinion by Board members or to restrict the participation of Board members in the political process in any way. Just as the Board may not unlawfully restrict the First Amendment rights of expression of District employees, the Board does not intend, by this policy, to restrict the First Amendment rights of expression of individual Board members. Rather, it is the intent of this policy to address issues of governance and to make sure that Board members understand and maintain the proper relationship between the Board, the District, the Administration, District employees, students and the public.

1. Board members shall follow Board policy and will abide by the decisions of the Board as a whole.

2. Board members shall not take individual actions that will compromise the School District, the Board or Administration. Board members recognize that they are only authorized to take action in an official capacity as a member of the Board as a whole, or when delegated authority by the Board as a whole.

3. Board members will not represent to anyone that they, as individuals, have any authority to act on behalf of the Board, the District or the Administration, unless expressly authorized by the Board to do so.

4. Board members shall respect the role of the administration and will not encroach on administrative duties or attempt to micromanage the affairs of the School District.

5. Board members shall refer to the Superintendent any and all complaints received by them from citizens, including students, parents and employees, where any action by the Administration may be required.

6. Board members shall not try to solve complaints or grievances individually, except that they may counsel patrons or employees who inquire as to the correct procedure to be followed for the resolution of

complaints or grievances.

7. Board members will not conduct investigations on their own of complaints by citizens, including students, parents, and employees

8. Board members will not circumvent the Superintendent and communicate with the staff about any matter within the purview of the Superintendent without first informing and obtaining the approval of the Superintendent. However, Board members will apprise the Superintendent and the Board of any such communication any time they are requested to do so, and any time such communication concerns a problem or complaint regarding the administration of the District on the individual campuses.

9. Board members will not conduct meetings with personnel during their hours of work without first notifying the Board, the Superintendent, or the building Principal (or supervisor of the facility where the employee is employed) prior to the time such meeting is scheduled.

10. Except as to routine matters, Board members shall channel all requests for information through the Superintendent or other designated central office personnel.

11. Individual Board members shall not directly communicate with vendors or bidders to the District regarding pending school contracts and bids without the express prior authorization of the Board.

12. Board members will not individually undertake to observe the performance of employees, including classroom teachers, for the purposes of "evaluating" their performance.

13. Board members will not reprimand staff or provide direction to staff, including the Superintendent, outside the confines of a Board meeting.

14. Board members will not attempt to exert pressure or influence on the staff in order to coerce them into making particular recommendations or decisions.

15. Board members shall not place themselves in a position that may present a conflict of interest or that may bring into question the impartiality of the Board. In this regard, Board members shall be cognizant of the fact that they may be called upon to sit as final arbiters in connection with grievances filed by employees or patrons, as well as due process hearings.

16. Board members will not conduct individual interviews with prospective employees.

17. Board members will be honest with other members of the Board concerning all actions taken by them outside the confines of a Board meeting which concern or relate to the business of the School District.

18. Board members will be open, honest and direct regarding their position on an issue and will not intentionally embarrass another board member or school employee.

    Members shall abide by the most current version of "Social Media Guidelines for School Board Members" published by the Texas Association of School Boards

19. Board members will make a good-faith effort to understand and respect the views of other members without interruptions. They will assist in making policy decisions only after full discussion at publicly-held board meetings and will render decisions based on available facts. Board members will refrain from placing items on the agenda for the purpose of making a political statement, playing to the audience or advancing a personal agenda and will refuse to surrender judgment to individuals or special interest groups.

Under normal circumstances, violations of the above guidelines will be dealt with first, through informal meetings between the Board president and the offending member and, if necessary, a warning to the individual Board member by the Board as a whole. For repeated violations, or for violations which the Board determines to be sufficiently egregious to warrant more severe action, the Board may censure or reprimand the offending member by Board action, or it may initiate a complaint with the Texas Education Agency. It may also seek the appointment of a Peer Assistance Team through the TEA's Tri-Partnership Initiative. In extreme situations, where the law permits, the board may pursue legal action against the individual board member in order to protect the District and the Board.

After each Board election in which new Board member(s) are elected, these guidelines will be brought before the Board for a vote of affirmation so that each Board member will be aware of the existence of these guidelines, their duty to follow them, and the potential consequences of their failure to abide by them.

Crystal Carbone, President

Nanette Weimer, Vice President

Jim Johnson, Secretary

Toni Carter
Member

Daniel Stuckey
Member

Sean Murphy
Member

Dr. Kris Schoeffler
Member

Rules of Conduct Approved August 11, 2026