



Questions for Candidates for School Board Trustee from the Conservative Coalition of Harris County

This questionnaire will be posted onto the Conservative Coalition of Harris County website for public viewing (www.cchc-pac.org).

Candidate Name	Position that Candidate is Running For
Jack Velasquez	Klein ISD Board of Trustees Position 3

Candidates please give your answer to each of the following questions and include your rationale with each answer. Please be concise and clear.

1. Why are you running for School Board Trustee? Is there a particular issue that motivates you to serve on the school board? If elected, what will be your priorities?

Answer: I am running for School Board Trustee because I believe Klein ISD needs stronger financial oversight, true accountability, and independent decision-making that reflects the voices of our community. Over the past three years, the board has approved large budget deficits—\$23.7M in 2023, \$33.8M in 2024, and \$21M for 2025—without sufficient checks and balances. Too often, decisions pass unanimously, raising concerns about whether independent judgment is truly being exercised on behalf of families and taxpayers.

A key motivation for me is ensuring that serious issues, like those recently seen in our district, are handled with transparency and responsibility. Our students deserve a safe learning environment, our teachers deserve strong support, and our taxpayers deserve responsible stewardship of their hard-earned dollars.

If elected, my priorities will be:

1. **Fiscal Responsibility** – Bringing the budget under control and holding leadership accountable for financial decisions.
2. **Classroom Discipline & Safety** – Supporting teachers with clear policies to ensure a safe, focused learning environment.
3. **Independent Oversight** – Restoring the board's role as a true system of checks and balances, not a rubber stamp

2. What experience or skills have prepared you to serve as a board member? What differentiates you from the other candidates and/or board members? In what school district or community activities/organizations have you been involved?

Answer: I bring over 20 years of experience in supply chain management and have served as an Operations Manager in the oil and gas industry, where I was responsible for managing budgets, controlling overhead, and ensuring labor and expenses were held accountable. This background has equipped me with the skills to analyze complex financial situations, make tough decisions, and implement cost-effective strategies—skills that directly translate to overseeing a school district budget responsibly.

What differentiates me from other candidates is my ability to combine real-world financial discipline with a personal investment in this district's success. I am a proud graduate of Klein ISD—Roth Elementary, Hildebrandt Intermediate, and Klein Oak High School—and now, as a parent, I have three sons currently enrolled in the district. My sister and mother also work within Klein ISD, giving me a unique, multi-generational perspective on its strengths and challenges.

In terms of community involvement, I served in the U.S. Air Force and Texas Air National Guard and am an active member of Bayou City Fellowship in Tomball, where I participate in weekly Bible studies and a couples' community group with my wife. I also actively support and engage with my children's schools and district events, ensuring I remain connected to the needs of students, teachers, and families

3. What are your thoughts on the current and the proposed budget for your school district? Is the current funding allocation within district spending categories adequate between administration, facilities, teachers, etc.?

Answer: The recent and proposed budgets for Klein ISD raise serious concerns about sustainability and priorities. In the last three years alone, the board has approved significant deficits—\$23.7 million in 2023, \$33.8 million in 2024, and another \$21 million for 2025. While some deficit spending can be justified in extraordinary circumstances, this trend has become the norm rather than the exception, putting long-term financial stability at risk.

From my perspective, funding allocation needs to be rebalanced. Too much of our spending growth has been absorbed by administrative and overhead costs rather than directly supporting teachers and classrooms. As someone with over 20 years in supply chain and operational management—where I was responsible for balancing budgets, overhead, and labor costs—I know the importance of scrutinizing expenditures from the top down before impacting the people who deliver the most value: our teachers and students.

I believe we must prioritize:

1. **Reducing administrative bloat** and unnecessary overhead.
2. **Protecting classroom resources** and teacher compensation to retain top talent.
3. **Strategically investing in facilities and safety** where truly needed, without overextending taxpayers.

In short, the district needs to refocus its spending to better reflect its core mission: educating students effectively and responsibly managing the community's investment.

4. What are your areas of concern regarding student achievement in your district? Do you have specific suggestions for improvement? What is your long-term strategy or strategies for improving the quality of education and keeping pace with student growth within the district?

Answer: My primary concerns regarding student achievement in Klein ISD are declining academic performance in key areas, inconsistent classroom discipline, and the challenge of retaining top teaching talent amid budget pressures. Too often, teachers are expected to deliver high results without having the full support, resources, and authority they need.

Specific suggestions for improvement include:

1. **Strengthening classroom discipline policies** – Teachers need clear, consistent district-wide standards that empower them to maintain a productive learning environment without fear of overreach or lack of administrative backing.
2. **Prioritizing teacher support and retention** – Competitive compensation, ongoing professional development, and reducing unnecessary administrative burdens will allow educators to focus on teaching.
3. **Expanding career and technical education (CTE) programs** – Not every student's path is college; we should equip students for both higher education and skilled trades, preparing them for real-world success.

Long-term strategy:

As the district grows, we must ensure that resources are allocated strategically—not just building more facilities, but investing in what directly drives achievement: excellent teachers, modern learning tools, and programs that meet the needs of a diverse student body. This requires a fiscally responsible approach that controls overhead and redirects funds toward the classroom, ensuring every dollar works for student outcomes.

By restoring fiscal discipline, empowering teachers, and focusing on practical pathways for student success, we can not only keep pace with growth but raise the standard of education for years to come.

5. Is teacher performance adequate within your district? What type of teacher evaluation system and administrator evaluation system do you support? Are the teacher's salaries adequate given the current state budget condition?

Answer: Klein ISD has many dedicated, high-performing teachers who work tirelessly to support our students, but like any large district, there is always room for improvement and consistency across campuses. The key is ensuring our evaluation systems are fair, transparent, and constructive—focused on growth and support rather than punitive measures.

I support a **balanced evaluation system** that combines classroom observation, student growth, and meaningful professional development. Evaluations should not be based solely on test scores but should reflect a teacher's ability to engage students, create a positive learning environment, and contribute to overall campus success. For administrators, the same principle applies: accountability tied to measurable campus outcomes, financial responsibility, and leadership effectiveness.

Regarding salaries, I firmly believe **teachers should be paid a very competitive wage**. If we expect high performance, we must invest in retaining and attracting top talent. One area I will not support cutting in balancing the budget is teacher pay. While we must address our district's deficit spending, this should be done by reducing administrative overhead and unnecessary expenses—not by reducing the compensation of those directly responsible for educating our children.

6. What are your thoughts about the Texas Legislature (SB 10) authorizing the display of the ten commandments in the classroom?

Answer: As a follower of Jesus Christ, I believe faith has played an essential role in shaping our nation's values and principles. One of the earliest pieces of legislation passed by Congress, the **Northwest Ordinance of 1787**, specifically recognized religion, morality, and knowledge as essential to good governance and the happiness of mankind (Article 3).

While I fully respect the separation of church and state and the diverse beliefs within our community, I also believe our schools should be places where moral character, respect, and the shared values that built our nation are encouraged—not excluded. This doesn't mean promoting one religion over another, but rather creating an environment where faith is respected, family values are supported, and students can freely express their beliefs.

7.

Please list in order the following priorities in relation to the role of a K-12 public school (omitting any that do not apply):

- | | |
|--|--|
| ☐ Mathematics | ☐ Grammar/Vocabulary/Spelling |
| ☐ Information Technology | ☐ Language Arts |
| ☐ Sciences | ☐ Reading & Comprehension |
| ☐ Language Arts | ☐ Vocational Learning |
| ☐ US & Texas History | ☐ Sex Education |
| ☐ Art & Music | ☐ Personal Finances |
| ☐ Physical Fitness | ☐ Political Activism |
| ☐ Social Studies/Geography | ☐ Critical Race Theory |
| ☐ Foreign Language | ☐ Gender Identity |
| ☐ Social Emotional Learning | |

Answer: Priority Order

1. **Reading & Comprehension** – Foundational to all other learning.
2. **Mathematics** – Core skill essential for academic and career success.
3. **Grammar/Vocabulary/Spelling** – Critical for communication and literacy.
4. **Sciences** – Key for problem-solving and understanding the world.
5. **US & Texas History** – Ensures students understand our nation's and state's heritage, values, and civic foundations.
6. **Social Studies/Geography** – Builds awareness of communities, nations, and global context.
7. **Personal Finances** – Prepares students for real-world responsibility (budgeting, debt, savings).
8. **Vocational Learning** – Offers career pathways and skilled trade opportunities beyond college.
9. **Information Technology** – Modern skillset for the workforce and daily life.
10. **Foreign Language** – Enhances opportunities and cultural understanding, but secondary to core academics.
11. **Physical Fitness** – Supports health, discipline, and mental well-being.
12. **Art & Music** – Valuable for creativity and culture but not a core academic priority.

Deprioritized/Excluded Areas

- **Sex Education** – Should be limited, age-appropriate, and focused on biology, with parental consent guiding scope.
- **Social Emotional Learning (SEL)** – Can be beneficial in limited, non-political forms, but should not overshadow academics or replace parental roles.
- **Critical Race Theory (CRT)** – Not appropriate for K–12; divisive and inconsistent with traditional civics-based education.
- **Gender Identity** – Should not be taught as curriculum; such topics belong with families, not public instruction.

- **Political Activism** – Schools should encourage civic knowledge, not activism or partisan influence.

8. Is your superintendent's and other high-level administrator's compensation in line with job performance? Why or Why not?

Answer: I believe the current level of compensation for the superintendent and some top-level administrators in Klein ISD is excessive, particularly when compared to both performance outcomes and the broader financial challenges facing our district. It is difficult to justify a school district position earning more than the President of the United States, especially in a time when we are running significant budget deficits—\$23.7M in 2023, \$33.8M in 2024, and \$21M projected for 2025.

Compensation at that level should come with exceptional, measurable results in student achievement, fiscal management, and overall district performance. Unfortunately, we continue to see rising deficits and areas of concern in student outcomes. Moving forward, I believe the district must adopt a more **performance-based approach to executive compensation**, aligning pay with clear, results-driven benchmarks and ensuring that taxpayer dollars are being used responsibly

9. What is the proper role of TASA and TASB with respect to independent school boards?

Answer: TASA (Texas Association of School Administrators) and TASB (Texas Association of School Boards) should serve only as **supporting organizations that provide resources, legal guidance, and policy templates**—not as decision-makers or influencers that dictate how local school boards govern.

The proper role of these associations is to **inform and advise**, while respecting the independence of locally elected trustees who are accountable to their communities, not to outside organizations. Unfortunately, in many districts, TASB and TASA have grown into powerful lobbying and training entities that sometimes push agendas or policies that do not reflect the values or priorities of local taxpayers.

I believe school boards must:

- Maintain **independent judgment** and not simply adopt “one-size-fits-all” TASB recommendations.
- Ensure **taxpayer funds spent on membership dues or training** are justified and transparent.
- Use these organizations as tools—not as authorities—keeping decision-making in the hands of the elected trustees who serve their own communities.

BY RETURNING THIS QUESTIONNAIRE, THE CANDIDATE ASSUMES FULL RESPONSIBILITY FOR ALL ANSWERS TO THIS QUESTIONNAIRE. THE ANSWERS ON THE FOREGOING REFLECT THE CANDIDATE'S BEST EFFORTS TO ANSWER THIS QUESTIONNAIRE HONESTLY AND DIRECTLY.

Once this questionnaire has been completed, please email it to: alex@cchc-pac.org.

Please note: You **must** return your questionnaire from the email address to which it was sent. Questionnaires returned from any other email address will be considered fraudulent and will **not** be recorded and no answers will be published in the voter's guide. CCHC deems a return from the proper email address as authentication of the correct respondent.