



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
Justin "Bumpy" Wooldridge	Klein ISD Board of Trustees Position 7

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 the Klein ISD School Board of Trustees to address transparency and accountability issues in the district. Recent events have gone unaddressed by our Superintendent and Board, aided by policy changes that keep the current standard of Taxation Without Representation and Superintendent Plausible Deniability alive and well within the district.

My priorities are:

- Policy Overhaul—adopting policies focused on student success where the parents have a voice by enacting equitable solutions where taxation-based representation becomes the guiding/driving force while aligning everyone on the payroll to be involved where nobody is untouchable via Plausible Deniability that was voted through for one.
- Safety/Security—ensuring the constant enforcement of the Student Code of Conduct while simultaneously constantly enforcing the District Employee Code of Conduct. Being proactive in enforcing the rules for Bullying and Retaliation to truly bring KISD back to where it once was as a Zero Tolerance Institution. Continuing the efforts underway for campus entrance safety and adding additional rules and regulations to get around the work arounds that happen daily in KISD-one person with ID at a time for entrances.
- Teacher Retention—Remove the district wide FEAR factor that runs rampant in the district today by proving daily that teachers are truly where the rubber meets the road by removing the District Red Tape and allowing them to take back their classrooms. This will aid in the retention of great/tenured teachers. Continue to recruit certified teachers to replace the many paycheck teachers in place now. Recruitment will handle itself once the FEAR is gone and teachers control the classrooms without all the administrative red tape.
- Independent oversight—restoring the board's role as an effective system of checks and balances through independent decision-making during the Texas Open Meetings Act Board Meetings where all discussions will be in the public forum as they should be. Very few reasons account for "behind closed door" meetings. It is time for Transparency to kick in and have the conversations openly so the constituency knows who and where the votes are coming from. Just like our government, all constituents will now know who voted for or opposed every issue.

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 am a homegrown product of the KISD system attending Theiss, Krahn, Doerre and then Klein High School as a proud class of 1995 graduate, with Honors. My oldest son came up through KISD as well attending Benignus, Krimmel, and graduated last year from Klein Oak High School class of 2025 multi-sport athlete. My youngest is currently enrolled at Klein Oak High School as a multi-sport athlete after attending Benignus, Krimmel, and Ulrich. My wife, of 19 years, has been a substitute teacher, and an aide in the district for roughly 6 years and just started her 6th year of teaching where she is currently the TEAM Lead for Science at Strack. She holds the honor of being a new teacher mentor, PBIS Team member, AI Expert for Science at the campus, and she currently serves on the foundations committee for the school. My family has also helped multiple minority, single parent families navigate the school system for the betterment of their children, and several are now attending Universities as either students or as student athletes.

With every member of my family, and those that we have helped, we have encountered situations along the way that quickly forced us to research and learn information regarding the inner workings of employees, committees, school administrators, and central office personnel within the district. At this point, I cannot think of a single area of KISD that we have not been involved with at some point or another including, GenEd, SPED (Ards, IEP's, BIPS), Making Connections, Base, Athletics, CTE and College Readiness.

I have coached youth football, youth soccer, volunteered at many KISD schools, and participated in many community activities related to education. Working in the Energy sector for 25 years with titles ranging from sales, negotiations, director, CEO, CIO and Management, you must have the experience and expertise to be able to clearly communicate, anticipate potential issues, work to negate potential issues and tackle issues head if they arise. This requires conflict resolution training between employees and possibly between companies. This, coupled with the extensive knowledge of how the district operates internally on all levels, and the participation levels I have been involved in with the youth of the district, I feel I would be a prime candidate as this is the main differentiator between myself and other candidates.

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:** Budgets for Klein ISD have been a point of attention in recent years. Over the past three years, the board has approved deficits of \$23.7 million in 2023, \$33.8 million in 2024, and \$21 million projected for 2025. Long-term financial stability may be impacted if current deficits continue to be addressed through the fund balance, which is finite.
- Administrative and overhead costs have increased while the board and superintendent reported 2% raises for teachers, an amount that does not fully offset increased insurance costs. Teachers working harder and longer hours now have take home checks less than they did last year.
- In short, I do not feel fund allocation is adequate or where it should be and requires a deeper dive and correction measures for a better and brighter future.
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:** Klein ISD received its 2024 school year Accountability rating and there has been a positive change in ratings from 2022 to 2024. The rating criteria have changed as well and thus it is hard to see exactly where the positive changes have come from. The district demographics have shifted rapidly and adjustments were not made in anticipation of this. As such, immediate intervention is needed and better forward planning in for the future. The Texas 89th Legislature approved replacing the STAAR test with three tests throughout the school year, which could emphasize testing performance rather than instructional practices. Additionally, classroom discipline remains an area of concern, as frequent altercations affect the safety of teachers, students, and the learning environment.
- Strategies to consider:
- Strengthening Policy Frameworks – Clear student-centered, and parent-focused policies
 - Enhancing Teacher Well-Being and Effectiveness – address teacher burnout, retention inadequacies, and administrative red tape
 - Fiscal Responsibility- Prioritizing where the money goes
 - Rethinking Assessment and Instructional Practices
 - Promoting Safe and Supportive Environments conducive to teaching and learning
 - Strategic Leadership

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: As we stand today, teaching is adequate when looked at via the average across the district. Certified teacher and tenured teacher retention has become a very large problem over the past few years and KISD has become known for placing bodies, not teachers, in the classrooms which really brings down the overall teaching performance when averaged.

In KISD today, everything is Data Driven. Teachers are no longer teaching the students to be well rounded individuals, instead they are teaching to the data required by Central Office. With a heavy requirement for DATA being a priority, it shows the culture change in the district where DATA has become the driving priority of the district. I am of the opinion, that Data driven results are not the best way to move forward due to the stress it places on the teachers, and we should instead give control of the classrooms back to the teachers. The cream will rise to the top and scores will be reflective, making the evaluation method much easier.

This year, all teachers in KISD received an email stating that House Bill 2 would increase their pay for 2025/2026 by \$5000 annually if they have 5 or more years of tenure, \$2500 for teachers with 3-4 years experience, and \$1400 for 1-2 years of experience teachers. The email states that All teachers would also receive a \$400 retention bonus payable in the fall semester. There have been 2 pay periods thus far in the 2025/2026 school year contract period and the \$5000 has not been added to teacher's salaries. Meaning their salary still seems to be the same as the 2024/2025 school year. The only noticeable difference on the current pay stub is a line item for TCRH Retention Allotment- 5+. Working the numbers for the first 2 pay periods, the amount being taken out currently for the TCRH Retention 5+ will not equate to a \$5000 pay increase plus the \$400 shown in the email received. In fact it comes up right at \$400 SHORT! This is intriguing as neighboring districts under the same mandate from the state have simply had this added to the Salary Line Item and not as a secondary line under the salary line that will fall off under a new contract.

This is a bait and switch tactic as if the salary line item does not increase, raises for the 2026/2027 year will be using the 2024/2025 base salary data as a starting point.

With or without HB2 in play, teacher's salaries are not adequate for Data and Administrative Red Tape they must endure. It is profound that teacher pay continues to remain flat across the district while central office pay increases by millions year over year.

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

Answer: Our nation is founded on Christian beliefs, and I proudly proclaim that I am a Jesus Christ follower. I support displaying the Ten Commandments in the classroom since these are the principles on which our country was founded.

While I understand there are many other religions and cultures due to diversity in the district, we must remain steadfast with the underlying principles of the USA and what our forefathers set forth. Any path other than this would be DEI in my book.

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: Language Arts is listed twice, list below only contains it once in the ranking.

Priority Order

1. Reading & Comprehension
2. Grammar/Vocab/Spelling = Language Arts (at the 2 spot)
3. Mathematics
4. US and Texas History = Social Studies & Geography (basically the same classes taught in both and thus equal at the 4 spot)
5. Sciences
6. Physical Fitness
7. Personal Finances
8. Vocational Learning
9. Information Technology
10. Art & Music
11. Foreign Language

Deprioritized/Excluded Areas

- Sex Education
- Social Emotional Learning (SEL)
- Critical Race Theory (CRT)
- Gender Identity
- Political Activism

8.

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

Answer: Superintendent and administrative compensation packages in our district and statewide appear excessive for public employees, especially when compared to larger neighboring, higher rated districts with more students and employees. As government workers with limited budgets, their pay should be linked to student success, fiscal responsibility, teacher retention, and overall care.

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

Answer: TASA and TASB should act only as resource providers, offering legal guidance and policy templates without influencing local school board decisions. Their main role should be to inform and advise while respecting the autonomy of locally elected trustees. In many districts, however, these associations have become influential lobbying and training groups that may promote agendas misaligned with local values.

Elected School Board Officials should:

- Use independent judgment instead of defaulting to TASB guidance.
- Justify and make transparent any taxpayer spending on memberships or training.
- Treat these organizations as resources, ensuring decision-making stays with elected trustees accountable to their 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.



**Dad to a Klein graduate
and current Klein
student**



**Youth Sports Coach and
Volunteer**



**Senior sales manager in
energy industry**



Elect Bumpy
WOOLDRIDGE
FOR KLEIN ISD POSITION
7 TRUSTEE



Dad to a current Klein student and Klein graduate



Youth Sports Coach and Volunteer



Senior sales manager in energy industry



TRANSPARENCY-ACCOUNTABILITY-SAFETY-TRUST

ENDORSEMENT ALERT



**STRONGER KLEIN,
STRONGER FUTURE PAC**



ENDORSES



JACK VELASQUEZ

FOR POSITION 3



**JUSTIN "BUMPY"
WOOLDRIDGE**

FOR POSITION 7

EMAIL: STRONGKLEINSTRONGFUTURE@GMAIL.COM

FOR KLEIN ISD SCHOOL BOARD TRUSTEE

ENDORSEMENT ALERT



DR. PAT HUFF

RETIRED KLEIN ISD PRINCIPAL



ENDORSES



JACK VELASQUEZ

FOR POSITION 3



TO DONATE



**JUSTIN "BUMPY"
WOOLDRIDGE**

FOR POSITION 7

FOR KLEIN ISD SCHOOL BOARD TRUSTEE

ENDORSEMENT ALERT



KRISTIN COBB

FORMER KLEIN ISD TRUSTEE CANDIDATE



ENDORSES



JACK VELASQUEZ

FOR POSITION 3



TO DONATE



**JUSTIN "BUMPY"
WOOLDRIDGE**

FOR POSITION 7

FOR KLEIN ISD SCHOOL BOARD TRUSTEE

ENDORSEMENT ALERT



DR. MOLLY O'BANNION

KLEIN ISD ALUMNI AND COMMUNITY BUSINESS OWNER



ENDORSES



JACK VELASQUEZ

FOR POSITION 3



**JUSTIN "BUMPY"
WOOLDRIDGE**

FOR POSITION 7



TO DONATE

FOR KLEIN ISD SCHOOL BOARD TRUSTEE



**TRANSPARENCY. ACCOUNTABILITY.
SAFETY. TRUST.**

JACK VELASQUEZ

KLEIN ISD BOARD OF TRUSTEES FOR POSITION 3

JUSTIN WOOLDRIDGE
"BUMPY"

KLEIN ISD BOARD OF TRUSTEES FOR POSITION 7

KLEIN ISD BOARD OF TRUSTEES

VOTE TUES, NOV 4TH



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BUMPY WOOLDRIDGE

FOR KLEIN ISD SCHOOL BOARD

TRUSTEE POSITION 7

- **TRANSPARENCY**
- **ACCOUNTABILITY**
- **SAFETY**
- **TRUST**



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