



Voter Guide for the 2020 Comfort ISD School Board Election

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Comfort Independent School District School Board: term of office is 4 years.

The Comfort ISD Board of Trustees consists of seven members elected by eligible voters to serve a four-year term. Elections are held in November of even numbered years. Each member is elected by the eligible voters of a specific geographic area of the school district, but all members serve the entire school district. Comfort ISD includes portions of Kendall and Kerr counties.

Duties: adopt goals and priorities and monitor success; adopt policies and review for effectiveness; hire and evaluate the superintendent; adopt a budget and set a tax rate; and communicate with the community.

The election for the Comfort ISD School Board is for two geographical areas: District 4 and District 5. On the ballot, each district has a candidate name on the ballot and a blank space for a write-in candidate.

Comfort Independent School District School Board: District 4

Sarah Ledlow (Write-in)	Joe Paolilli
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1. What experience and knowledge qualifies you to serve as a member of the school board for Comfort ISD?

Ledlow: I believe any citizen that wants to make positive contributions to Comfort ISD is "qualified" to serve. We all bring different experiences and knowledge to the table that are important to a well-rounded school board. The background I would bring is the following: 15 years living in the district, 10 years working as a teacher in 3 other school districts, experience substituting in CISD, and 2 children and 4 nieces and nephews currently attending CISD. Also, this past year I regularly attended board meetings to understand how the board operates and the way they interact with the community.

Paolilli: I taught mathematics at Comfort High School for 16 years from 1996-2012. I hold a degree in Industrial Engineering from Syracuse University and served as both an enlistee and engineering officer in the USAF (1978-1987). I also managed a large manufacturing plant for Clarke American in San Antonio from 1987-1995. I have served on the CISD board from 2016 during which time we successfully passed a large bond issue to secure CISD campuses and improve our physical plant; we have also completely rebuilt our administrative team with the intent to improve every school in the district.

2. What is the most pressing issue facing the Comfort ISD and what do you hope/plan to do about it?

Ledlow: I believe the most pressing issue facing Comfort ISD currently is lack of communication. The current school board and administration of Comfort ISD will not consistently communicate things such as: general district information, important decisions they've made as a board, reasons behind those decisions, and their plans for our district in the future. I hope to open the lines of communication by pushing for an updated website, standards for releasing information, and start some form of regularly scheduled townhall style meeting to allow the

community to openly discuss with board members issues they see in the district.

Paolilli: The most pressing issue at CISD is to improve our curriculum and guarantee better learning outcomes for all students. Mediocrity is not acceptable. We have great kids, parents, and taxpayers and they deserve our best effort to make our schools world class and every child successful.



3. What are the citizens who live in the school district telling you about school problems?

Ledlow: The citizens in the district are not just telling me but the current board, during public comment at board meetings, that they want more communication from their board members. Citizens are asking the board for answers to issues such as: why Comfort ISD has forced the resignation of several valued teachers recently, why they promoted administration that was not recommended by hiring committees, why they hired uncertified personnel and did not inform parents. Citizens are also repeatedly saying they are tired of their questions and concerns being ignored by Comfort ISD. They want answers!

Paolilli: Citizens in the district have different concerns. Secure campuses and a safe learning environment are probably the most important things, but every taxpayer is a stakeholder in the schools and citizens have contacted me on issues that run the gamut from academic issues to extracurricular activities to bus routes. We take them all seriously and do our best to serve; ultimately we will be judged by the success of our students.

Compare other candidates online: www.VOTE411.org & website: www.lwvhillcountrytexas.org



Comfort Independent School District School Board: District 5

Charles Hotchkin (Write-in)	Charlotte Kneupper
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1. What experience and knowledge qualifies you to serve as a member of the school board for Comfort ISD?

Hotchkin: As a leader within the Comfort community I have built a small business that serves this community. I have worked within major technology corporations managing both people and resources around the globe. With four students currently attending Comfort ISD, I have a vested interest in ensuring our district exceeds its goals, continues to improve in all areas, and employ quality educators who will support our students throughout their education.

Kneupper: I was an educator in the Comfort ISD for over 30 years. I have been a school board member for 4 years. I started the Comfort Education Foundation to provide additional resources to teachers and students. I have extensive training in financial, curriculum, and facility improvements. I helped to secure bonds for additional campuses while serving as Co-Chairman for the bond to expand our Career & Technical curriculum and additional wings at the high school and middle school. The past year I have been involved with our current bond of \$37 million to improve safety for our students and staff.

2. What is the most pressing issue facing the Comfort ISD and what do you hope/plan to do about it?

Hotchkin: Comfort ISD is undergoing major shift. We are in the middle of several decisions around our bond and the construction and improvement of our facilities. We cannot continue business as usual and hide decisions behind closed doors. We owe it to our administration and students to share information and gain input for our future. My door to the community will always be open to get feedback and provide information to help us look to the future of what our students need to make them successful and valued community leaders.

Kneupper: I feel the most pressing issue concerning Comfort ISD currently is improving test scores and increasing our accountability rating. We are currently working on strategic plans that have been adopted since I became a board member in 2016. We are seeing improvements to the curriculum and test scores. As a board member I have helped to develop long range goals and short term goals. I believe we have a staff in place that can achieve these goals and objectives. Our 1100 students are always on my mind when I make a decision and what is best for them.

3. What are the citizens who live in the school district telling you about school problems?

Hotchkin: I have held several meetings with the community. The majority feel there is a lack of transparency and trust between the community and the Comfort ISD board. As a board we should have an open ear to hear the concerns and a plan to action to improve trust between the board and community. Our Students should come first.

Kneupper: Community members tell me that communication is an issue between administration

staff, teachers and parents. As a board member I am working on better communication with administration and teachers and then with parents. We are working on a webpage and Facebook page that is easier to navigate as well as sending out paper copies and phone messages. Students are the most important part of the school and I try to make school a safe and educationally conducive place to be.

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