

**United Educators Association  
Spring 2021  
School Board Candidate Questionnaire**

**Name: Kevin Lebanik  
District: Northwest ISD Place: 2**

1. Please provide any personal background information you would like to share with the employees of the district. \* Im a father of 4 kids, 2 high schoolers, 1 middle school and 1 starting kinder in the fall. They have been in the district their entire lives. I have lived in NISD for almost 15 years myself and my wife is a graduate of Northwest HS. We have seen the district grow and because of moves been to 7 different NISD schools with our 4 kids. My father was an educator later in life working with autistic students. I have been a volunteer as Watch DOGS, elementary field days, NISD Reads, as well as standard field trips and the like.
  
2. How often have you attended school board or district level committee meetings over the past year? \*The past year has been a challenge with Covid. I have attended several but you have to sit in an auxiliary room across the hall and watch the meeting on TV. I just watch on youtube/ read transcripts at home for every other School Board Meeting.
  
3. What three issues do you think are the most important facing the district? Please explain.
  - 1) Financial Transparency: We have 4 bonds on the ballot that were strongly voted down last November & we have a deficit in our operating budget. Yet, we have just under \$10,000 per capita in average debt( per Texas Comptroller). To have one of the fastest growing areas for homes

in Texas & annual increase in property values for existing homes yet as a district we are cutting student programs and have a debt ration 3x comparable districts. As a district, we should be adding programs which in turn add new opportunities for teachers. As a District, we need to stabilize the finances so we can offer more competitive pay and benefits to attract the best educators.

- 2) Communication: I would like to see a more streamlined way for teachers/parents to communicate. As a District, we need to adobe 1-2 avenues for this communication. Right now there are over ½ dozen ways for teachers/parents to engage and it is only creating a sense of being overwhelmed for the parents. I have 4 kids... thats a lot of teachers to interact with. Emails, remind apps, google classroom, moodle, etc. If we can streamline these avenues I feel it will create a better parent/teacher interaction leading to better support for the teacher from the parents.
- 3) Growth: NISD is growing. Its has been for decades and will for yrs to come. This should be creating opportunities for the best educators to come on board and also for advancement. As a district, we need to get the finances in order so we can get back to hiring and promoting the best of the best.

4. How will you as a board member ensure input from community members, parents, teachers and business is heard and acted upon? \* As a Board Trustee, I feel like we should be accessible, approachable and active in community events. As a parent, I have been very blessed to be able to attend almost all of my children's events over the years. This isn't going to change. When you are in the buildings in an active way( volunteering/attending events) I will be able to still get

a real sense of what's happening, what's needed and having genuine conversation with teachers/staff/parents/students.

5. As a board member, what would you see as the board's role in providing competitive salaries and benefits for its employees? \* The Board approves budgets. As a Board, we owe it to our students and staff to make sure our budget is in the best position it can be. This allows the money and resources to attract and retain the best of the best.
6. As a board member how would you expect the district to handle an employee who needs improvement? \*No different than the business world. Expectations and guidelines for every employee should be clearly spelled out. This includes what's expected, how those expectations will be evaluated and what the steps are if improvement is needed. "improvement" can't be asked if expectations are laid out to begin with.
7. Please discuss any other issue you feel is relevant to your election to the Board of Trustees.\* As I mentioned earlier, communication is a huge opportunity for growth as a District. The School Board Trustees need to make themselves more available to listen to teachers/staff and parents and help facilitate communications. Not talking to but actual back and forth dialogue. As a parent, I feel like too much of this has been given to the Superintendent.