

## Colorado Springs School District 11 Board of Education and Superintendent Working Agreement

The Board of Education and the superintendent agree to place the district's adopted mission and Board Priorities above personal interests.

The Board of Education and the superintendent further agree to always act with honesty and integrity and maintain fidelity to the professional practices:

- **Information:** The superintendent will keep the Board fully informed with the primary goal of avoiding surprises. Likewise, Board members, both individually and collectively, will keep the superintendent fully informed with the primary goal of avoiding surprises.
- **Policy:** The superintendent will work with full fidelity and effort to successfully implement all Board of Education policies...not just those with which the superintendent agrees, while the Board will establish and follow a complete and sound set of policies, regulations, and adopted agreements.
- **Recommendations:** The superintendent will consistently make clear and concise recommendations to the Board, based on all available information, best practice, established precedent, and Board policy. The Board will only act on issues involving school personnel based on administrative recommendations and will avoid individual involvement in school personnel matters.
- **Teamwork:** The superintendent will conduct all official business with the Board as a whole and not with individual members. Board members will direct the superintendent's action only as a collective body and not as individual members.
- **Support:** The superintendent will publicly support Board of Education actions with the goal of building public confidence and respect for the Board's work. The Board will publicly support the superintendent and commit to resolving differences of opinion only via individual conferences with the superintendent or the official forum of public Board meetings.
- **Decisions:** The superintendent will refrain from making policy or governance decisions the Board should make, while the Board will refrain from involving themselves in operational decisions or superintendent directives.
- **Evaluation:** The Board will annually provide the superintendent a fair, timely, and honest evaluation that reflects Board member consensus of the superintendent's performance and is free of individual bias.

Approved this 28<sup>th</sup> day of September, 2022.

*Michael Gaal*

Michael Gaal, Superintendent

SEAL



*Maricela Hidalgo*

Maricela Hidalgo, Secretary to the Board of Education

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