

**BOARD Meeting Activity  
Special Meeting  
May 23, 2023**

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**ACTION ITEMS**

**Resolution 2023-34, Approval of Agreement between the Board of Education and Colorado Springs Education Association (CSEA)**

The Board of Education approved the agreement between the Board of Education and the Colorado Springs Education Association, Resolution 2023-34.

The Interest Based Bargaining process with the Colorado Springs Education Association (CSEA) is complete.

Superintendent Gaal thanked the Board and the employee groups for the collaborative effort and the work that went into the agreements. Then, he turned the presentation over to Chief of Personnel Support Services Phoebe Bailey.

Chief Bailey read Resolution 2023-34 compensation details and provided a summary of Master Agreement Changes noted in the Resolution.

CSEA Bargaining Team Member Rob Watson addressed the Board, highlighting the collaborative negotiation process.

Board members thanked staff and negotiating team members for their work on this Resolution and highlighted the approved compensation package.

**Resolution 2023-35, Approval of Agreement between the Board of Education and Education Support Professionals**

The Board of Education approved the agreement between the Board of Education and the Education Support Professionals, Resolution 2023-35.

The Meet and Confer process with Education Support Professionals (ESP) is complete. The Administration provided the Resolution to implement what was discussed in the Meet and Confer process.

Chief of Personnel Support Services Phoebe Bailey read Resolution 2023-35 compensation details and noted that changes to the ESP Handbook are identified in the Resolution.

ESP Council President Brenda McKinney and ESP Council President-Elect Kevin Cook thanked the Board and accepted this Resolution on behalf of the District's ESP staff.

The Board provided comments regarding the important work of ESP staff, noted compensation increases, and thanked staff and Administration for their collaborative work in achieving this Resolution.

#### Resolution 2023-36, Approval of Agreement between the Board of Education and Executive Professionals

The Board of Education approved the agreement between the Board of Education and the Executive Professionals, Resolution 2023-36.

The Meet and Confer process with Executive Professionals is complete. The Administration provided the Resolution to implement what was agreed upon in the Meet and Confer process.

Chief of Personnel Support Services Phoebe Bailey recognized staff members who participated in the Meet and Confer process, read Resolution 2023-36 compensation details, and noted that changes to the Executive Professionals Handbook are identified in the Resolution.

The Colorado Springs Association of School Executives President Jim Nason thanked the Board, Superintendent Gaal, and the Administration team for this Resolution.

The Board commented on the important work and dedication of the District's Executive Professionals staff, thanked them for their leadership, and thanked staff and Administration for their collaborative work in achieving this Resolution.

Superintendent Gaal closed the discussion of employee resolutions and compensation packages by identifying the district initiatives that guided these conversations.

#### Policy AKB - Parent Partnership

The Board adopted policy AKB Parent Partnership, version 3.0.

Prepared and presented by Director of Policy and Archives Dr. Gregory B. Ecks.

President Melpakam introduced the topic and summarized the Board's work and consideration of this policy to date. Then, he turned the presentation over to Director Nelson, who discussed the desire for the District to increase engagement with parents and the work that has gone into the development of this policy. Director Nelson noted that the Board gave a thumbs-up to Version 2.0 at the May 17, 2023, work session. However, recognizing that additional revisions could provide clarity, final modifications were recommended to Dr. Ecks, resulting in Version 3.0.

Policy AKB - Parent Partnership is introduced as a new A series policy, providing the goals and principles of the partnership between parents and the District. The policy includes an extensive cross-referenced series of policies that provide greater depth to the principles enumerated within.

Version 1.0 reflects the policy as approved by the policy committee.

Version 2.0 reflects changes approved on May 17, 2023.

Version 3.0 presents revisions discussed and presented on May 17, 2023.

#### Policy GBEB - Staff Conduct and Responsibilities

The Board of Education adopted policy GBEB - Staff Conduct and Responsibilities.

Prepared and presented by Director of Policy and Archives Dr. Gregory B. Ecks.

President Melpakam introduced the topic and turned the discussion over to Dr. Ecks.

Policy GBEB - Staff Conduct outlines the professional conduct and responsibilities for all staff in District 11. The policy guides conduct required by applicable laws and board policies and outlines professional conduct expectations.

The current version contains revisions discussed on May 17, 2023.

Superintendent Gaal noted the support this policy provides the District concerning staff conduct.

### **NON-ACTION ITEMS**

#### Policy JFBA/JFBB - School Choice-Open Enrollment and Transfers

Prepared and presented by Director of Policy and Archives Dr. Gregory B. Ecks and Chief of Strategy & Data Acquisition Dr. David Khaliqi.

Policy JFBA/JFBB, School Choice - Open Enrollment and Transfers, provides information addressing students choosing to attend other District 11 schools not within their residential attendance boundaries.

The policy and regulation have been revised to outline centralized enrollment processes and procedures.

The Board's Policy Committee recommends that the Board adopt the revised version of Policy JFBA/JFBB, School Choice-Open Enrollment and Transfers.

The Board agreed via thumbs-up to move this item to action at the June 14, 2023, Regular Board Meeting.

### **CALENDAR REVIEW**

Wed., June 7, 2023, Work Session

Wed., June 14, 2023, Regular Board Meeting

The timeline concerning the Superintendent's evaluation was discussed.

**ADJOURNMENT**

The meeting adjourned at 7:37 p.m.