

Inspire Every Mind

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Dear D11 Community,

At the December 11th Board of Education meeting, the Board resolved not to continue the Master Agreement between the Board of Education and Colorado Springs Education Association (CSEA), thereby aligning the governing practices of District 11 to every other school district in El Paso County. The Master Agreement expires as scheduled on June 30, 2025.

We recognize that this news may result in a variety of emotions. The staff of District 11 are essential to the mission of educating students, and the Board is grateful for their commitment to improving academic outcomes. We collectively appreciate and applaud our staff's hard work and professionalism.

As we move forward, the Board is committed to providing the following assurances:

- Continue to provide staff with the best working conditions and the most competitive compensation and benefits package in the Pikes Peak region.
- The current employee Salary Schedule, Benefits, Leaves, Stipends, Vacancies and Change of Assignments, Working Conditions, Plan Time, Professional Development and Training, and Post-Employment Benefits remain in place with no changes.
- Continue to comply with state and federal laws governing employment policies, evaluation procedures, and workplace conditions, none of which will see any impacts.
- All new money the state provides through the 2025 School Finance Act will be invested in future employee compensation and benefits.

This Board has demonstrated its dedication to building a positive and productive working environment for our staff. Over the past three years, we have approved historic pay raises, including moving starting teacher salaries to amongst the highest in the region. We ushered in a new, robust health benefits package. We have directed our limited general fund dollars as close to classrooms as possible, preserving teaching positions while absorbing cuts at central office and administration. In response to staff feedback, we adopted policies to address attendance and behavior issues, including the disruption caused by cell phones to the teaching environment.

The above governance policies and shared problem-solving through design workshops have helped foster a workplace culture centered on excellence and high expectations. Our incredible teaching and support staff leaned in to attain the second-highest jump in the District Performance Framework for urban school districts in the state. Consequently, we have moved from 15 schools on the state watchlist in 2022 to 3 schools in 2024. We look forward to continuing this growth trajectory by strategically investing in instructional and staff support.

The next step for the district is the development of an Employee Handbook to ensure that all staff are treated fairly and equitably. This document will be written with input from every employee group. The Board will also host town halls and community meetings to answer questions and gather input.

We appreciate and value the dedication of all our staff as we move forward.

Sincerely,

The Colorado Springs District 11 Board of Education