

El Paso Independent School District
Superintendent Search 2021
Confidentiality and Non-Disclosure Agreement

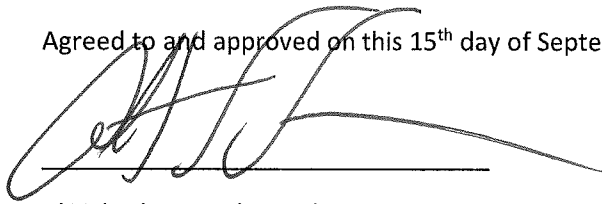
In recognition of the highly sensitive nature of a Superintendent search and in order to fully protect both the integrity of the search process and the identity of applicants for the position, the Board is entering into this confidentiality and non-disclosure agreement to the extent permitted by law.

We the undersigned Board members do hereby agree to keep confidential all discussions in Closed Meetings of the Board and all verbal or written information we obtain regarding applicants for the position of Superintendent, including the identity of applicants. To the extent the District may be required to release public information pursuant to the Texas Public Information Act, we understand that transmittal of requested public information will be handled exclusively by EPISD Administration in coordination with legal counsel.

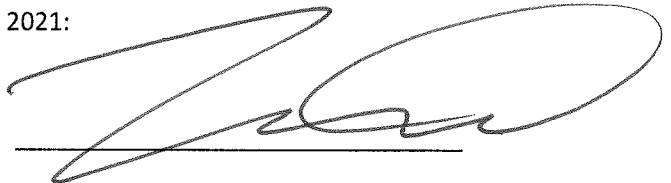
We also hereby agree to maintain the confidentiality of attorney-client privileged communication during the course of the Board's search for a new Superintendent. Such information is protected by the attorney-client privilege between Walsh Gallegos Treviño Kyle and Robinson P.C. and the El Paso Independent School District, and we understand that an individual board member is not authorized to waive such privilege.

We also agree to adhere to our Board member Code of Ethics as set forth in the attached EPISD Board policy BBF (Local).

Agreed to and approved on this 15th day of September, 2021:



Al Velarde, Board President



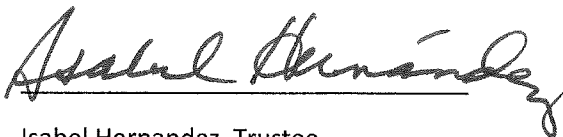
Daniel Call, Vice President



Leah Hanany, Secretary



Josh Acevedo, Trustee



Isabel Hernandez, Trustee



Israel Irrobali, Trustee



Freddy Khlayel-Avalos, Trustee

As a member of the Board, I shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

EQUITY
IN ATTITUDE

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

TRUSTWORTHINESS
IN STEWARDSHIP

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.

HONOR
IN CONDUCT

- I will make no personal promise or take private action that may compromise my performance or my responsibilities.
- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

INTEGRITY
OF CHARACTER

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

COMMITMENT
TO SERVICE

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

STUDENT-CENTERED
FOCUS

- I will be continuously guided by what is best for all students of the District.

El Paso ISD
071902

BOARD MEMBERS
ETHICS

BBF
(LOCAL)

[Regarding allegations of harassment or discrimination against a Board member, see policies DIA (for employees) and FFH (for students)]
