

September 2010

Member Connection

We're Keeping Busy!

Dear Fellow Member,

Have you ever thought about the leadership possibilities within our organization? There are many opportunities to get involved in leadership, ranging from being an Association Representative in your building to attending our national conference and representing members from the State of Colorado. If you think you might be interested in serving as an AR, please come to an AR meeting to see what goes on. It's not too early to be thinking about next year. Don't worry, we'll train you! All members are invited to run for a position on the Board of Directors or to serve as a delegate to our State or National Assemblies. We have committees that influence decisions regarding the District calendar, that support Read Across America activities, provide research and back-up for the Bargaining Team, and many, many other opportunities for involvement. There truly is something to interest everyone...please make your voice heard in our Association by getting involved.

Team Cancer Stinks, Everyone Agrees was a great success in the Susan G. Komen Race for the Cure. Our Team consisted of Joni Hale, Sonja Borodko, Leslie Ruiz, Leanne Cool, Keith Covill, Kira Covill, Suzanne Estrada, Nicole Girardin, Justin Grimmett, Kyystal Hoefl, Mary Anne Humphry, Amelia Jordan, Jeff Marshall, Shawna Rosielle, Ann Schroeder, Kara Snell, Sarah Stevens, Anthony Telitz, Angelo Telitz, Kevin Vick, and Jeffrey Waick. CSEA members who donated to our Team were Deborah Bohlken, Kellie Chandler, Suzanne Estrada, Joni Hale, Kevin Marshall, Joanie Olds, and Nancy Wegeman. We raised \$765, and promise to be back, bigger, stronger, and even more successful next year! Come walk with us!

We're glad to see that members have enjoyed participating in our CSEA social events this fall. We'd especially like to thank Catie Snowbarger and Leslie Miller, two members of The Club, for organizing a Friday afternoon get together at Jose Muldoon's. The members and their families who came to the barbecue enjoyed burgers and dogs flipped by our President, Kevin Marshall. We'll definitely do a repeat barbecue! As you'll see on the last page of this newsletter, we've arranged a special discount for members and their families at the Cheyenne Mountain Boo at the Zoo next month. We'll be contacting those members who've expressed their interest in scrapbooking about the possibility of having a weekend "crop" at the CSEA office this winter. We invite you to contact us with your ideas on social events we might be able to put together. We are trying to create a variety of fun ways for our members to network with each other, and we want to see *you!*

Sincerely,

Your Membership Committee
Kevin Vick, Vanessa Leiker, Suzanne Estrada, Joni Hale,
Nicole Dickson, Maggie Couper, and Denise Coughlin

Love Your MA (Master Agreement)

Article IV. A says:

When someone makes a complaint against a teacher, the principal should attempt to resolve the complaint verbally and informally before it is put in writing and put in the teacher's file.

Article XI. B says:

Teachers are allowed to teach controversial issues so long as various sides of the issue are being discussed and so long as the subject is appropriate for the students with whom the issue is being discussed.

**"A teacher affects
eternity. He can
never tell where
his influence
stops."**

Henry Brooks
Adams

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CSEA Board of Directors 2010-2011

President	Kevin Marshall 471.1190 kmarshall@coloradoea.org
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Palmer Region Director	Vanessa Leiker 328.4755 staufvr@d11.org
Wasson Region Director	Lori McManigal 328.2055 mcm anl@d11.org

Leadership Spotlight

Clint Knox, Middle High Director



I am proud to say that I am a 7th grade history teacher at North Middle School. I have taught for two years. Before my teaching career, I directed YMCA Camps for eight years.

Originally from Illinois, I came to Colorado in 2003. I am an avid triathlete, and like many of our members, enjoy a variety of outdoor activities.

I began serving as an AR half way through my first year as a teacher and have been heavily involved with CSEA since then. Last year, I played a role on your CSEA bargaining team and now serve on the CSEA Board. I have a great deal of passion in the bargaining process and in CSEA Board member recruitment. I look forward to serving on the CSEA Board and invite you to contact me at knoxcp@d11.org with any thoughts you want to share with me.

Works 4 Me Practical Tips from Teachers Like You Not A Minute To Waste

Do you find yourself losing precious minutes as you attempt to change activities, line up for specials, or return from recess?

Tell students that they are going to be rewarded for the time they don't waste during the day. Explain that you will give them three minutes a day of wasted time. They can use up that time each day or save it up and use it for something special. Agree on something students could do with the "wasted" time and decide how much time they will need to save for that special event. Tell students that as soon as they've saved the required amount of time, they will be able to hold their special event.

Each day, give students three minutes. When they waste time during the day, start a stopwatch, time the amount of time wasted, and subtract it from the three minutes.

You'll be surprised at how quickly your students learn the value of a minute!



CSEA Survey Results

CSEA sent out a four part survey to all members gathering important information. It included gathering basic demographic data of survey participants, what CSEA does, what their role in CSEA is, and their feelings about the District climate. A general summary of the survey is listed below.

Basic Demographics of Respondents

- 441 members responded to the survey.
- 48% of respondents have been teachers for 16 or more years.
- 47.4% of respondents have been members of CSEA for more than 10 years.
- 40.5% of respondents were ages 46-55.

What does CSEA do?

- 66% of respondents believe CSEA's priorities should be financial compensation, work environment and benefits.
- 46% of respondents have needed CSEA for individual help, with 70% satisfied with the results that CSEA obtained on their behalf.
- 87% of respondents think CSEA is accessible, but there were frustrations in the speed with which CSEA responds to calls and inquiries.
- 72.5% of respondents believe that CSEA makes District 11 a better/substantially better district to work in.
- 57.6% of respondents believe CSEA makes District 11 a better/substantially better place for students.
- 74% of respondents believe working conditions, District initiatives/policy changes, and bargaining issues are CSEA issues to resolve for teachers.
- 87% of respondents feel that CSEA is very/somewhat relevant in supporting teachers.

Your role in CSEA

- 81% of respondents indicate that they attend CSEA meetings at their schools.
- 78% of respondents believe that supporting CSEA means more than paying dues.
- 77% of respondents believe that CSEA makes the biggest difference for them in terms of legal protection and teacher rights.
- 98% of respondents belong to CSEA because they want to support the Master Agreement and for legal protection.
- Concerns that were raised included the cost of dues, a desire to have CSEA focus more on local rather than state political issues, and a desire to see that CSEA does not protect bad teachers.

District Climate

- 75% of respondents believe that the climate in District 11 is average to very bad.
- The three highest frustrations for respondents in District 11 are:
 - Poor District decisions (42.5%)
 - Compiling data (41.5%)
 - Feeling undervalued (37.4%)
- 68% of respondents believe that they are only able to dedicate between 60-80% of their work day to teaching.
- 68% of respondents believe that District 11 does not enable them to make instruction their top priority.
- 80% believe that District mandates do not come with the proper level of support to implement them.

We'd like to thank those who responded to the survey. We value and respect your input, will strive to improve in the areas you requested, and will continue to advocate on your behalf in the areas you think are important.

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Team Builder Award for Four iPods and an iPad

CSEA is sponsoring a contest for members to build a stronger CSEA team than we have ever had. This year, more than any in recent history, having strong numbers of teachers belonging to CSEA is critical. It's critical because the whole Master Agreement is open for negotiation! If we have strong numbers, the District will have to remember that what we are saying on your behalf comes from the teachers of District 11. Because having a strong membership base is so important, both in terms of numbers of people who belong and numbers of people who feel connected to CSEA, CSEA is excited to roll out our Team Builder Award program!

The purpose of this Team Builder Award is to recognize the work that members put into improving CSEA and making it a better and stronger organization that recognizes great teachers! At the end of each semester, an iPod will be given away in a drawing from the tickets of those who participated in activities in that semester. First semester's tickets will not be used for the second semester drawing for the iPod. At years' end, the tickets from the first and second semesters will be put into one big pot for a grand prize drawing for an iPad!

During the first and second semester, CSEA will have an iPod drawing for those who have earned tickets by attending certain events or doing certain things. Here's how it works. When you do something that earns you a ticket, you get to put your name on a ticket and it is put into the drawing for an iPod. The more times you get to enter a ticket, the better your chances of winning. Certain things earn you more tickets than others. The things you can do to earn tickets are listed below with the number of tickets that can be earned. We are working to make it fun, and hope you find this a good way to get yourself involved in CSEA.

Team Builder Rules

- Tickets are awarded for doing things that advance the reputation, mission or objectives of CSEA.
- Tickets are accumulated on a semester basis, with all tickets being added together for the drawing at years' end, on May 20th, for the iPad.
- Tickets can be earned in the following ways:
 - Five tickets for recruiting a member
 - Two tickets per hour for all things political
 - One ticket for each event attended
 - One ticket for volunteering, per event
 - One ticket for bringing someone to an event



Example: A CSEA member volunteers to help at a political event for three hours and gets five people to come. The person gets one ticket for volunteering, one ticket for attending, six tickets for doing a political event for three hours, and five tickets for getting five other people to come to the event. The CSEA member gets a total of 13 tickets for the drawing. The five people get tickets according to the rules of the point system above. Only members of CSEA get tickets. Members can bring non-members to these events; the non-members don't get a ticket, but you get a ticket for bringing them.

Let The Fun Begin!

Welcome to our new CSEA members! We'll make you proud to belong!

Zachary Adams, Swigert
 Danae Aguilar, Lincoln
 Grant Ambroz, West Elementary
 Susan Angier, Henry
 Kara Anseth, Freedom
 Scott Apodaca-Eacker, Galileo
 Susan Arnold, Mann
 Jenna Barnett, Coronado
 Jessica Barrington, Carver
 Teresa Beagley, Audubon
 Rhynette Bergman, Wasson
 Tani Bifano, Midland
 Gretchen Bitner, Penrose
 Martha Bodell, Jenkins
 Mary Brennan, Holmes
 Lourdes Brock, Buena Vista
 Jennifer Brockmann, Palmer Night
 Kevin Brooks, Wasson
 Jennifer Brown, Galileo
 Kelly Cantu, Galileo
 Christina Carrillo, Martinez
 Lance Carroll, Galileo
 Michael Champlin, West Middle
 Lisa Chantiny, West Middle
 Anaya Claybrooks, West Elementary
 Michael Cliff, Swigert
 Amanda Collins, Columbia
 Ma. Fortune Concepcion, Monroe
 Brooke Cote, Rudy
 Laura Cuomo, Galileo
 Bernice Davis, Mitchell
 Elaine Davis, Stratton
 Sergio De Lourenco, Coronado
 Kayla Dooley, Palmer Night
 Lauren Dowdle, Ad Bldg
 Lenka Durova, McAuliffe
 Hayley Edmonds, Carver
 Alycia Eschler, King
 Lindsay Evans, Achieve K-12
 Christine Faith, Galileo
 Emily Farraher, Swigert
 James Foster, Sabin
 Brandi Fuller, McAuliffe
 Craig Galaydick, Monroe
 Eryn Gallagher, Sabin
 John Gallant, Swigert
 Jason Gaylor, Mann
 Amy Geiger, Bates
 Leesa Gianarelli, Monroe
 Tiffany Gilsbach, North
 Nicole Girardin, Swigert
 Jennifer Gomolchak, Penrose
 Janet Gray, Columbia

Colin Gregory, Mitchell
 Brittney Gross, Wasson
 Kelly Gross, Queen Palmer
 Miles Groth, Taylor
 Candace Hahn, Holmes
 John Hall, Mann
 Nicole Hart, Russell
 Christina Hawley, Doherty
 David Heath, Bates
 Patrick Higgins, Spring Creek
 Daniel Hinkin, Russell
 Karen Hinkin, Palmer
 Steve Hinojos, Wasson
 Raymond Hirman, Mitchell
 Susan Howland, Taylor
 Cynthia Jesse, Taylor
 Amy Johnson, Wasson
 Melissa Johnson, Coronado
 Renee Johnston, Queen Palmer
 Torrie Kalm, McAuliffe
 Kathryn Kennedy, Twain
 Lisa Kilman, Lisa
 Kindt Kindt, Queen Palmer
 Todd Kirkendall, Jenkins
 Victoria Kukuk, Monroe
 Erica Lamb, Russell
 Ricky Lobato, Galileo
 Kirsta Lopez, Palmer
 Laura Luke, Achieve K-12
 Kristine Lynn, Swigert
 Barbara Macindoe, Wasson
 Michelle Manig, Monroe
 Natalie Martin, Lincoln
 Bonnie Martinez, Hunt
 Rochelle Mason, West Elementary
 Kathleen Matthews, Freedom
 Bonnie May, Wasson
 Tracy Mayberry, King
 Candice Mcnany, Twain
 Kelly Meehleis, North
 Tisha Mendiola, Doherty
 Garianne Mester, Buena Vista
 Debbie Metz, Lincoln
 Nancy Mitchell, Achieve K-12
 Andrea Moore, Swigert
 Kelly Morgan, McAuliffe
 Tyler Nash, Doherty
 Kathleen Newton, Wasson
 Kacey Norfleet, Doherty
 Andrew Norkoli, Martinez
 Andre Paul, Swigert
 Adam Paulson, Coronado
 Melissa Peterson, Palmer
 Maureen Posten, Doherty
 Jessica Potasz, Galileo
 Bonnie Poucel, Palmer
 Jessica Powers, Queen Palmer
 Karna Lynn Prime, Bates

Amy Ranck, Swigert
 Felicia Read, North
 Brandy Reed, Galileo
 Carrie Renaud, Mitchell
 Katherine Reynolds, Russell
 Jenny Rice, Keller
 Janet Riordan, Sabin
 Paul Roberts, Wasson
 Christa Ross, Scott
 Laurie Ross, Doherty
 Melinda Rossman, Trailblazer
 Elizabeth Sager, Stratton
 Janine Sangiorgi, Swigert
 Rachel Schisler, West
 Benjamin Schoonmaker, Sabin
 Kathryn Scott, North
 Patricia Seidl, Rudy
 Amanda Shane, Audubon
 Jennifer Shewey, Freedom
 Kurt Skinner, Palmer
 Danielle Slager, Queen Palmer
 Tommie Spiers, Grant
 Mary Spranger-Froese, Adult Ed
 Ines Stabler, Ad Bldg
 Lisa Steck-Gillen, Wasson
 Elisabeth Storrud, Holmes
 Anne Suntken, Achieve K-12
 Janelle Sweet, Galileo
 Shawna Szatmary, Twain
 Shawn Thornock, Keller
 Sarah Tietje, Wasson
 Marissa Tiroly, Buena Vista
 Morgan Turner, Tesla
 Stephanie Uehlein, Palmer
 Mary Uranga, Taylor
 John Villani, Doherty
 Debra Vincent, McAuliffe
 Deborah Wagner, Trailblazer
 Nicole Walker, Mann
 Karen Walldorf, Swigert
 Sarah Wannamaker, Palmer
 Eric Ward, Wasson
 Katherine Weber, Swigert
 Michelle Wenger, Henry
 Audrey Ann West, Doherty
 Gregory West, Galileo
 Katie White, Lincoln
 Jane Whittington, Wasson
 Tricia Wissinger, Lincoln
 Mary Worner, Hunt
 Kevin Youngberg, Coronado
 Marni Zabel, Bristol
 Julene Zizza, Wasson

Member Connection

CSEA Members Have Complimentary Life Insurance

Did you know that as a benefit of belonging, you have complimentary, automatic life insurance coverage?

All eligible members can take advantage of the valuable, automatic term life insurance coverage provided by NEA Complimentary Life Insurance.

- A guaranteed benefit
- Provided at no cost to Active, Staff, Reserve and Life Members
- Up to \$1,000 of term life insurance
- Up to \$5,000 of accidental death and dismemberment coverage
- Up to \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an Association Leader
- Up to \$150,000 of life insurance for unlawful homicide while on the job

Although you are automatically covered because you are a member of CSEA, please take the time to register your chosen beneficiary at www.neamb.com.

No other teacher organization provides this benefit of belonging!

Upcoming Events

Tuesday, October 5 5:00 p.m. to 7:00 p.m. Palmer High, Lecture Hall	Forum on Initiatives 60 and 61 and Proposition 101
Saturday, October 9 9:00 a.m., Monument Valley Park	Great Pumpkin Rally City-wide Walk Against The Initiatives
Saturday, October 16 9:00 a.m., Monument Valley Park	Walk for Candidates
Tuesday, October 26 4:30 p.m.	CSEA AR Meeting Tesla
Friday, October 29 time t/b/d	Boo at the Zoo Cheyenne Mtn. Zoo

Colorado Springs
Education Association
2520 N. Tejon Suite 100
Colorado Springs, CO 80907
Phone: 719.471.1190
www.cseateacher.org

Boo at the Zoo

Bring the ghosts and goblins from your house to celebrate Halloween and see the creatures of the night at the Cheyenne Mountain Zoo!



The Zoo has generously agreed to give a reduced admission fee for this wicked fun evening for CSEA members and their families on the night of Friday, October 29. The cost of admission for CSEA members will be reduced from \$15 to \$12 for ages three to 65. The cost of admission for zoo members is \$9 per person.

The Zoo will have lots of fun activities for the munchkins, including a haunted fun house, a lighted pumpkin path, and more than 20 trick or treat stations. Select animal exhibits will be open, and there will be educational interpreters at several of the exhibits.

Because parking is tight at the Zoo, they will have a bus at the Sears parking lot for our convenience. We'll be able to park there and use the bus as a shuttle to the Zoo. CSEA will have goodie bags for members and their little ghoulies to enjoy while checking out the animals and enjoying the frightfully festive activities. Details will be coming as the time comes closer, but mark your calendar now.

More information on the Boo at the Zoo is available at www.cmzoo.org.