CSEA *Professionals for Excellence in Education*

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Colorado Springs
Education Association
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Love Your MA
(Master Agreement)

Article X.A.3.e. states that changes made to scheduling or staffing patterns ***shall*** be collaboratively decided and that everyone recognizes the value of collaboration with respect to new initiatives.

Article XII.C.7. states that the summative report of a teacher's performance must be done on or before the last work day of April. For probationary teachers this means notification of renewal or nonrenewal at this time since this is part of the summative report.

"If a man empties his purse into his head, no man can take it away from him. An investment in knowledge always pays the best interest."
Benjamin Franklin

(Submitted by Jill May)

Member Connection

What Is Interest Based Bargaining?
By Tim Cross, CSEA UniServ Director

As you may know, CSEA and District 11 are engaging in bargaining this year in a way that is slightly different than we have in years past. We will use Interested Based Bargaining. In the past, CSEA and District 11 have engaged in traditional bargaining.

In traditional bargaining, each team comes to the bargaining table with a formal set of demands which will address issues they want to have addressed. The teams sit on opposite sides of the table and conversations are generally very rigidly structured. Generally, this approach creates somewhat entrenched positions that can create destructive dynamics. It isn't hard to imagine that destructive dynamics can push the important topics to the side because one party becomes too invested in the positioning that is created. Focus on the best resolution to the interest is lost when positions are too entrenched. Alternatively, Interest Based Bargaining begins the discussion by first addressing the common interests that each side would like to see addressed, and the conversation flows a little more naturally between people to help understand the challenges that exist. Interests drive the conversation rather than positions. The broad and most basic interests that CSEA and District 11 share are very similar. The challenge tends to be how we address meeting those interests.

From year to year, bargaining takes many shapes and forms. The battles waged in the name of education become more costly for both sides in terms of time, money and the public confidence in how educational decisions are shaped. We see this in the political discourse of pundits, elected officials and those who seek to profit from the challenges facing public education.

CSEA and the District have searched for ways to engage in bargaining in civil but firm and traditional ways. The reality, we have discovered, was that the manner in which we were approaching the discussion was creating positions in which both sides were becoming entrenched, making it harder to explore more creative solutions that might have merit were they not coming from the other side. The public scrutiny coming to bear on education requires actions that instill confidence in the stakeholders, as well as those who have limited direct interests in education. Sometimes the actual work any of us does only requires a more transparent process, not reinventing the process. While many in education feel driven from one side of engagement to another, the reality is that educators, from administrators to teachers to community members, generally share the same interests and frequently agree on the basic commitments that we all should have to kids and learning. When people feel that they can actually understand *how* we are making decisions, they can find ways to have more confidence in the outcomes we deliver to them.

Our hope and commitment is that this new process will bring about a transparency and accountability for the educational process which will illuminate everyone's understandings of the complexities that inform the decisions being made regarding the direction of District 11. We believe this new commitment will enhance how we engage in addressing concerns that arise from year to year inside of the bargaining process. We hope it improves the outcomes in real ways that impact and improve the lives of the teachers, the students and the community of District 11!

Leadership Spotlight

NEA Women's Leadership Training By Catie Snowbarger and Leslie Miller

Why do we pay the $65.47 a month to belong to the Association? Well, at first it was because we were told we should; later we realized it came with protections. Now we belong for an entirely different reason.

Through our involvement, we have come to realize the difference the Association makes in the lives of educators, students, and education in general. That is why we belong. However, we decided belonging is not enough!

In January, we were given the opportunity to attend the National Education Association's Women's Leadership Training program and the Western Region Leadership Conference in Salt Lake City, Utah. Through work sessions and interactions, we discovered the problems we face here in Colorado Springs are not unique. Other educators are facing the same struggles in their classrooms, districts, and states. The Association unites our voices and becomes the champion to create "a great public school for every student." We gained a better understanding of the Association's functions at the national, state, and local levels. Materials included NEA's concern for social justice, effective communication skills, and being an inclusive leader.

The trip to Utah has inspired us to look for new opportunities to join the Association in making a difference in the lives of educators and students.

We would like to encourage you to become involved in whatever level of commitment you feel comfortable. Some suggestions are:

- Attend building meetings hosted by your AR.
- Read information and emails from CSEA and your Association Representative.
- Stay knowledgeable of current educational issues.
- Attend CSEA sponsored meetings and activities.
- Volunteer your time. Contact CSEA at 471.1190 or csea@coloradoea.org for dates and opportunities.
- Participate in The Extension's social events.

We hope that as you become more active, you will find opportunities to become involved in the areas about which you are passionate. Remember, you are not just a member, you *are* the Association.

Catie Snowbarger (left)
Leslie Miller (right)

Nicole Dickson, Coronado Region Director, CSEA Board of Directors

My name is Nicole Dickson, and I am in my fifth year of teaching kindergarten at Trailblazer Elementary. Before moving to Trailblazer to teach kindergarten, I spent five years teaching first grade at Mark Twain Elementary.

District 11 is very near and dear to my heart. My grandfather, aunt, uncle, father and mother all graduated from District 11. I also attended Jefferson, East and Wasson. I have two boys who graduated from Palmer. One is in college in Hawaii and the other at UCCS. My daughter will graduate from Palmer this year.

I have been involved with CSEA since I began teaching in 2001. I have been an Association Representative for eight years. I feel very fortunate to be on the Board of Directors to serve and do anything that I can. I love helping teachers, because when we support teachers, we are making a difference for kids!

Use Your Access Card For Spring Break Savings And Fun!

Whether you're planning an afternoon at the movies, a moment with a book or favorite hobby, or something more grand, please be sure to check your Access card for possible savings. Here are just a few of the some things we found this week on the Access website:

- 15% off your purchase at Michaels
- Discounts at several local golf courses
- 25% off ski equipment rental in various locations
- Free admission for one with the purchase of one ticket at the Colorado Springs Fine Arts Center
- 20% off single day tickets to Sea World in San Diego

If none of that appeals to you, and your idea of a good time is to spend the week getting your taxes finalized, first time customers can take advantage of a discount on tax preparation at H & R Block!

YOU'RE NEVER TOO OLD, TOO WACKY, TOO WILD, TO PICK UP A BOOK AND READ TO A CHILD!

"We hold pep rallies to get kids excited about football. We assemble to remember that Character Counts. Why don't we do something to get kids excited about reading? We'll call it 'NEA's Read Across America' and we'll celebrate it on Dr. Seuss's birthday." This was the big idea a small reading task force at NEA developed in 1997. Imagine how gratifying it must be for them to see how their idea has taken hold in schools across America. Read Across America is celebrated on March 2nd, Dr. Seuss's birthday, but we encourage celebrating throughout the month of March!

For 2011, the CSEA Read Across America Committee, chaired by **Helen Murphy, Steele,** has decided to use its resources to place books directly into the hands of students. We will be purchasing new books to go with the new and gently used books our members are donating and will present them to the Children's Literacy Center and the preschool program at Tesla. We plan to distribute the books on March 2nd, which is Dr. Seuss's birthday.

Here are some ideas to get you started in planning activities for your classroom:

- Hit the airways and read on the radio. Ask your local radio disc jockey to read or even broadcast from your school. They'll love the opportunity.
- Aim high. Who says high school students won't get involved? High school students love reader's theatre and poetry slams, and middle school students can organize book fairs and read to elementary students, or create blogs to engage their peers.
- Tip your hats to hometown heroes. Have students write to local heroes and ask them about their favorite books. Showcase these hometown heroes and their choices in your reading celebration.
- Make your reading event a multilingual, multicultural affair. Looking for readers? Why not try storytellers from your ethnic minority communities. Their oral traditions are treasure troves for your students.
- Team up for reading. Contact your local sports team for guest readers and invite high school marching bands to welcome your students.

For more ideas, visit www.nea.org/readacross. Thank you for your support and book contributions.

Featured Member Benefits

Wells Fargo Home Financing Program Great features and a $200 gift card!

Get A Gift, Give A Gift – When a CSEA member or a member of their family completes a loan through Sancie Rupple, Wells Fargo Home Mortgage Consultant, they receive a $200 gift card after closing and $150 will be given to the school or charity of their choice. Sancie is the only Wells Fargo representative that offers this!

Selection – Purchase and refinance programs in conventional and jumbo loan amounts, including FHA, new construction and renovation loans.

Flexibility – Innovative low down payment programs provide qualified homebuyers financing options.

Tap Into Your Equity – Access cash through your home ownership with a Home Equity Loan or Line of Credit.

Experience – Work with a knowledgeable professional dedicated to providing outstanding service to members.

Sancie Rupple is the only certified Wells Fargo Home Mortgage Consultant in Colorado. Wells Fargo, the only NEA endorsed Mortgage Company, has been endorsed by NEA for 18 years. Learn more at www.wfhm.com/sancie-rupple, by calling 303.235.6528, or by emailing sancie.rupple@wellsfargo.com.

CSEA Home Services Receive a rebate and support CSEA's Scholarship Fund!

Home Buyer Services – Buyers receive a rebate of $5.00 per $1,000 of purchase price, to a maximum purchase price of $300,000, when closing a property purchased through Real Living - Select Properties.

Home Seller Services – Seller will receive a rebate of $5.00 per $1,000 of sales price, to a maximum sales price of $300,000, when closing a property through Real Living.

CSEA Scholarship Program – When a CSEA member purchases or sells a home for $99,999 or less through Real Living, Real Living will contribute $50.00 in that member's name to the CSEA scholarship program. $100.00 will be contributed if the sales price is $100,000 or more.

Real Living Premier Service – A commitment to provide all clients and customers with quality, customized service.

This program is available to CSEA members only. Rebates and scholarship donations apply only if a full brokerage fee is received. Real Living has been endorsed by CSEA for over ten years. Learn more at www.realliving-selectproperties.com, by calling 719.534.7339, or by emailing Charlie.Brown@rl-sp.com.

Announcing The Extension
By Leslie Miller and Catie Snowbarger

"What is The Extension?" you ask. Well, we are an extension of CSEA…kind of like the fun side of things. Our vision is to have a strong supportive community for all educators. Our purpose is to boost morale, provide a professional network for educators, increase member activity and provide an opportunity for social networking.

"How did we come to be?" you ask. Well, we've all been there. The hectic days in August before school starts, in a new building getting your room ready and your co-teacher from down the hall walks in and introduces him or herself. From there an instant friendship is formed. Now fast-forward a few years later. Life takes a new path and you find yourself at a different school. You and your teammates are now separated or dispersed throughout the District. You keep in contact and are still good friends, but have little opportunity to get together. The Extension gives everyone a scheduled excuse to reconnect and share our new experiences and co-workers.

"Who are we?" you ask. Well, we are classroom teachers who see the need for a morale boosting, motivating, fun way for educators across the city to spend time together. We couldn't think of a better way to do this than through monthly happy hours and special events. The company of fellow educators who understand the realities of the career creates a special, supportive environment. We invite you to join us as we achieve a balance between work and play.

"Where can I find more information?" you ask. Well, check your inbox for event flyers and details, ask your AR for information, get on our email list or contact either one of us at snowbcm@d11.org or millela@d11.org. Feel free to pass along the flyers to others that may be interested. You can also friend us on Facebook by searching for The Extension. Here you will find another opportunity to connect with educators and keep informed.

Works 4 Me: Practical Tips from Teachers Like You: Staying Healthy
Jeannie Solomon, Modesto, California

I work with new teachers in elementary schools, many of whom get sick the first year or two of teaching until they build up immunity. One of the tips I pass along to them is to never pick up a student's pencil. As teachers, we see children struggling with an assignment and we pick up their pencils to show them how to do a problem, spell a word, correct an answer, etc. Instead of using the child's pencil (which is covered with germs), I always tuck a pencil behind my ear and only use that pencil. My students often ask why I always have a pencil behind my ear! I tell them it's so I don't lose it.

CSEA Happenings

March 10	Deadline for candidates for CSEA Board and NEA Representative Assembly representatives to submit nomination forms, campaign statements and pictures
March 11	Candidates for CSEA Board and NEA Representative Assembly may begin to campaign
	The Extension Happy Hour 3:30 - 6:00, McCabes Tavern
March 15	CSEA Workshop, 4:30 p.m., CSEA office What I Want My Loved Ones to Know: A Look at Family Preparedness
March 29	AR Meeting 4:30 p.m., Tesla
April 1-6	Electronic elections take place
April 7	CSEA Delegate Assembly Boot Camp, 4:30 - 7:30 p.m., Keller Elementary
April 26	CSEA Workshop, 4:30 p.m., CSEA office Liar, Liar Pants on Fire: Protecting Your Identity

To Kurt Twining, CSEA member and technology teacher at Russell.

Kurt is the recipient of the $1,000 Maley Foundation for Technology and Engineering Scholarship.

The purpose of the scholarship is to support teachers in their preparation to increase the positive outcomes of technology and engineering education. The criteria used include evidence of teaching success, plans for action research, recommendations, and plans for professional development.

Kurt submitted an application with letters of recommendation and was granted the award. The FTEE Foundation is part of the International Technology and Engineering Educator's Association (ITEEA). ITEEA will be holding their annual international conference this apring in Minneapolis, Minnesota. Kurt will attend to receive the scholarship award.

Congratulations and well done, Kurt!