

January 2011

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## **Love Your MA (Master Agreement)**

Article VIII.B. covers vacancies. It states that a principal must announce vacancies in the school building to teachers in that building first, and if there is a teacher in the building who is qualified for the position, the principal can offer them the position without posting it for the rest of the District.

Article IV. D. is about progressive discipline. It states that, "Oral and written reprimands to teachers shall be delivered in private."

**"Always focus on  
your education first,  
no one can ever take  
it from you."  
Arlene Vavra**

(Submitted by CSEA member Lois Vavra, whose mother, Arlene, taught public school in a one room classroom in Nebraska and told her children this.)

# Member Connection

## TELL Survey Coming Soon

Some of you may recall a big (and great) survey done a few years ago regarding teaching conditions in your buildings and in districts statewide. It was called the TELL (Teaching, Empowering, Leading and Learning) survey. CEA worked hand in hand with the Colorado Department of Education (CDE) to formulate this survey in an attempt to inform policy makers of what is really going on in schools. CEA is now working with the New Teacher Center, CDE, the Colorado Association of School Executives, the Colorado Association of School Boards, and the League of Charter Schools on another TELL survey.

Each of us can complete this anonymous online survey any time between January 31 and February 25. The survey takes about 30 minutes. It records your perceptions of your work environment and the important issues of time, empowerment, leadership, resources, student conduct, community engagement, professional development, and mentoring.

The previous TELL Survey was used throughout the state in a wide variety of ways. Several districts worked in partnership with administrators and the Association to analyze the data at the school level and offer training around selected goals. At the state level, the State Board of Education adopted resolutions to encourage the use of the TELL results in the work of the State Council on Educator Effectiveness and Leadership Academy Board, and as evidence of data for the School and District Performance Frameworks.

CSEA Association Representatives (ARs) and District 11 principals will get individual letters for all teachers in a school building with personal security codes for each teacher. The codes are needed to complete the survey. The survey is to be completed online, and can be done at work, home, or at any other location with internet access.

For an individual school to *see the results* relating to their school, at least 50% of the teachers in that school must have taken the survey. After the survey window has closed on February 25, The New Teacher Center will analyze data from all the schools that had sufficient participation for a written report. Through this analysis, each school will have its own data to use in school improvement planning. The initial data will be available starting in April.

Please check out the survey right now at [www.tellcolorado.org](http://www.tellcolorado.org). You can see the actual survey and even read the results from 2009, plus see how many teachers in your school participated two years ago. In 2009, only 37% of all teachers statewide participated. In District 11, 27.5% of our teachers participated. For teachers to inform good decisions and cause effective change, many more teachers must participate and take the survey.

As we look at the changes in education, there is a public debate about what is going on in education. Some are choosing their own facts, as we saw in *Waiting for Superman*. There is a new movie coming out this spring called *Race to Nowhere*. It is a powerful look at what is actually occurring in education from the perspective of the experts: kids, parents and teachers. CSEA has purchased a license to show the movie, and will be showing it on Wednesday, February 9, beginning at 6:00 p.m. at the Coronado Auditorium. It is critical that you see this movie to engage in the public debate about education. We invite you attend and bring those who want to come. It will be first come, first served.

Let's improve our lives and our district by seizing this opportunity to provide good feedback that can't be ignored and to engage the debate about what is really going on!

## Leadership Spotlight

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

Joy Bears, Mitchell  
Frances Hodson, Lincoln  
Nara McCasland, Chipeta  
Sandra Watkins, Holmes  
Holly Wolinski, Freedom



### We Have New Email Addresses!

Please note the following new addresses:

csea@coloradoea.org  
kmarshall@coloradoea.org  
tcross@coloradoea.org  
lzeitz@coloradoea.org  
dbrown@coloradoea.org

We no longer receive email at any other addresses.

With sadness, teachers and educators across the state lost one of the biggest advocates Colorado teachers have known on November 22, 2010. "Mel" Mickelsen was one of the co-founders of CSEA and taught American History in District 11. CSEA was the second district in the state to have a collective bargaining agreement, largely because of his work.

After leaving CSEA, he served as the Director of Bargaining for the Colorado Education Association, and is widely credited as being the driving force behind the establishment of collective bargaining for teachers in the state of Colorado. He was dedicated to his family, his profession, and his friends. His family wanted everyone to know, "He was a hard core admirer of FDR, firmly believing in the dignity of work, justice and the rights of the working person."

The education community in Colorado owes a great deal to Mel Mickelsen, and we can not adequately express the measure of gratitude he is owed for all that he did. He will be sorely missed.

Mel Mickelsen and CEA

staff member Lynne Mason are pictured here walking the picket line in the CSEA strike of 1975.



### Lori Duffy CSEA Secretary



Hello! My name is Lori Duffy and I am currently serving as Secretary on your CSEA Board of Directors. If I were to choose one word to capture my 25 years of teaching and belonging to the association, I would pick "adventure"! No two days are the same! I have seen numerous initiatives

that have affected my role as an educator, and the variety of people I come in contact with is amazing! I have taught children in grades kindergarten through 5th in three District 11 schools and worked alongside seven principals. My roles in CSEA have included Association Representative, Bargaining Team member and Board member. My home is a place of adventure as well, with two daughters at Coronado High School! When I want to escape, it is usually to the beach with a book, but Sunday afternoon football games are a favorite past time as well. I hope that each of you finds adventure in your life, and I thank you for belonging to CSEA, your professional association!

### Lori McManigal Wasson Region Director

I have been involved with District 11 since 1968. I attended Monroe Elementary, Emerson Junior High, and graduated from Mitchell High School. After receiving my Bachelors Degree from the University of Northern Colorado, I began my 26 year teaching career at East and have spent the last 20 years at Wasson. Both of my wonderful children are Wasson High School graduates and my husband is a District 11 employee.

My teaching passion is lifelong learning through Family and Consumer Science. I've been fortunate to initiate several programs into FACS, such as Honors Level Teacher Cadet and Pro Start, the advanced culinary offering from the Colorado Restaurant Association. I'm continually amazed at the quality of students that come through our programs and graduate to become contributing members of the community.

I have been a CSEA member for all 26 years and have witnessed the Association's support for teachers throughout the District. It's that support which encouraged me to get involved with the CSEA Board of Directors. I hope to give back to others the same help and guidance I received during my teaching profession in District 11.



## CSEA Wants You!

by Vanessa Leiker, Palmer Region Director and Chair, Membership Committee

As teachers, you are already serving as leaders of future generations by providing students with knowledge necessary to be successful in life.

CSEA needs strong leaders to serve on our Board of Directors to provide direct representation for all members as well as help determine and implement programs in organizing, bargaining, member rights, political action, membership growth and retention, teaching and learning, and communications.

The CSEA Board of Directors serves a very important role in our organization. Members of our Board serve as liaisons with our teacher members by grade levels and regions, and speak and vote on behalf of those members at CSEA Board meetings. They also act as liaisons with District Eleven Board of Education members, and are the voice of our members in that capacity. With the final approval of the Association Representative Council, they oversee the business affairs of CSEA. They provide input to the CSEA President on representation on committees and may serve as the chair of committees as necessary.

Board members meet twice monthly throughout the school year and attend monthly AR Council meetings. Members of the Board who have been elected by the membership serve as representatives to the CEA Delegate Assembly.

As you can see, our association needs strong leaders to continue improving the material welfare of our members, help raise the professional efficiency and standards of our members, promote the welfare of the public schools in our school district, and help our community realize and appreciate what significant contributions CSEA members provide to the children, parents and community.

In April we will be conducting elections for several seats on our CSEA Board of Directors. The positions to be elected are: Secretary, Treasurer, Grade Directors for primary, middle, intermediate and senior grade levels, and Region Directors for the Coronado, Doherty, and Wasson Regions. Please consider running in the spring election to become one of the next leaders of our education association. We will conduct elections for our representatives to the NEA Representative Assembly at the same time. Nominations, campaign statements, and candidate photographs will be due by March 10. Elections will be conducted in early April. Complete information will be distributed prior to that time, and will also be available on our website. Highlights of the timeline are listed in our "CSEA Happenings" column on page four of this newsletter.

### Works 4 Me: Practical Tips from Teachers Like You: Colored Test Copies Submitted by David Taylor, a physics teacher in San Jose, California

When I make multiple test versions, I always use different colored paper. This way, if I am in a bind and don't have the time to create multiple versions, I can use different colored paper and students don't know there is only one version of the test.

## Team Builder iPod Winners

At our December AR meeting, tickets were drawn to determine the lucky winners of the iPods given away for involvement in CSEA activities the first semester. Our winners were **Jeanne Callahan, Edison**, and **Jo Pike, Columbia**. The contest continues for the second semester, and two more iPods will be given away later this year.

At the end of the year, an **iPad** will be given away. As a reminder, here are the contest highlights:

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 year's end.

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
- Only CSEA members are eligible to participate in the drawings



Jeanne Callahan



Jo Pike

# Member Connection

## Why I Belong, by Jeanne Callahan

When I came to Colorado fifteen years ago looking for a teaching position, I sought out a school district that had a Master Agreement. I felt it was important to work in a district where teachers' rights would be respected and protected.

What I found out was CSEA is more than an organization for the protection of teachers' rights. It's a professional organization that provides diverse opportunities for its members. As an AR and involved in working on various committees over the years, I feel I have grown both professionally and socially. I have met so many dedicated and fun people working toward improving teaching conditions both here in District 11 and at the state level.

I encourage you to get involved in the many opportunities CSEA has to offer. You won't be disappointed.

## ***Make Your School Lounge A Haven!***

Enter to win California Casualty's \$5,000 School Lounge Makeover contest and your dream lounge could become a reality! Get your coworkers on board and up your school's chances to win. California Casualty, contest sponsor and endorsed insurance partner of CSEA, CEA and NEA, has been serving educators for over 60 years. They know how demanding your job is, and believe you deserve a serene place to relax and recharge. Enter today and let them transform your lounge! To enter, visit [www.schoolounge makeover.com](http://www.schoolounge makeover.com) to register and for full contest information. Free to enter, open to all members. Don't delay - the contest ends March 15, 2011.



To learn more about California Casualty or get a quote, contact CSEA's representative, Kara Snell at 866-822-9080 or visit [www.calcas.com/ksnell](http://www.calcas.com/ksnell). Kara will work with you to explore ways to make your dues dollars work for you!



to our newly National Board Certified members:

Mary Durham, Scott                      Joan Keating, Wasson  
Rebecca Frazier, TOSA                      Janette Watts, Twain

## **CSEA Happenings**

- |             |  |
|-------------|--|
| February 9  | Race to Nowhere, 6 p.m., Coronado  |
| February 22 | AR Meeting 4:30 p.m., Tesla  |
| February 23 | CSEA Workshop, 4:30 p.m., CSEA office<br>23 Financial Mistakes We Can't Afford to Make                         |
| March 10    | Deadline for candidates for CSEA Board and NEA RA to submit nomination forms, campaign statements and pictures |
| March 11    | Candidates for CSEA Board and NEA RA representatives may begin to campaign                                     |
| March 15    | CSEA Workshop, 4:30 p.m., CSEA office<br>What I Want My Loved Ones to Know: A Look at Family Preparedness      |
| April 1-6   | Electronic elections take place  |
| April 26    | CSEA Workshop, 4:30 p.m., CSEA office<br>Liar Liar Pants on, Fire: Protecting Your Identity                    |

## **It's Income Tax Time!**

If you are looking for the total amount paid in dues for 2010 to claim as a miscellaneous itemized deduction on your federal income taxes, visit our website at [www.cseateacher.org](http://www.cseateacher.org) for details.

Dues are one sum for January-August plus a different sum for September-December because the calendar year overlaps two Association membership years.

Educator Expense Deduction extended for 2010: Teachers and paraeducators can deduct up to \$250 for out-of-pocket classroom expenses as the "educator expense deduction" if you worked at least 900 hours in 2010. Your qualified expenses are subtracted when figuring your adjusted gross income. The educator expense deduction is claimed on IRS Form 1040, Line 23 or IRS Form 1040A, Line 16. For more information on qualifying expenditures, please visit [www.irs.gov/taxtopics/tc458.html](http://www.irs.gov/taxtopics/tc458.html)