

August 2011

Colorado Springs
Education Association
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Love Your MA (Master Agreement)

Article IV. C. Access to Files

Language was added stating that teachers may review and copy their personnel records and files provided the teacher gives adequate notice to Human Resources to see your file, consistent with Board policy.

Article IV. E. No Reprisals

Language referring to the strike of 1975 was deleted and replaced with language stating that discrimination and retaliation against teachers are prohibited based upon membership or participation in the Association.

**"The teacher who is indeed wise does not bid you to enter the house of wisdom but rather leads you to the threshold of your mind."
Kahlil Gibran**

Member Connection Welcome Back

by Kevin Marshall, CSEA President

It is with great pleasure that I welcome you back to the 2011-2012 school year. As the Colorado Springs Education Association President, I am honored to represent all the educators in District 11. As we begin our journey this year, the challenges public education faces show why belonging to this Association is so crucial.

This year and in the coming years, a big challenge facing public education in Colorado is the implementation of Senate Bill 191. Senate Bill 191 implements over a range of years. This year, recommendations will come forward describing what an "effective" teacher looks like. Additionally, District 11 is implementing a new evaluation system that is based on quality standards derived from Senate Bill 191. We knew that Senate Bill 191 would alter the landscape for teachers, but we are still working to determine how it will impact education and educators over the next few years of implementation. As we get more information, we'll pass it along.

Additionally, we are adjusting to changes in community, political, and social thinking regarding public education. The innovation movement touches us in ways beyond Senate Bill 191 and we are working to make sure that public education doesn't fail to evolve and yet doesn't abandon good, common sense teaching wisdom that works for kids. TAP is a way in which we are working to manage new ideas in education while getting comfortable with our own need to grow as educators. There are ten schools participating in this program which brings the promise of some really good stuff, so long as the implementation of this program is collaborative and is implemented with fidelity.

Finally, the changes to the Master Agreement this year will impact each of you. Your Association negotiates the Master Agreement with the District, which includes teachers' salaries and working conditions, among an array of other important contract provisions. This year, Hot Zone Days are being introduced, there are two furlough days for all District personnel, and there is a new FLEX program (Article XIX.) Be sure to review the Master Agreement for these changes since these are likely to impact you. The Master Agreement is available on line at www.cseateacher.org. For more information on Hot Zone Days, please see the article on page four of this newsletter.

We work with administrators to make good teachers great. The members of this Association know that it's quality instruction that has the biggest impact on student achievement and none of our members want anything but great teachers in front of our kids.

We continually strive to elevate the teaching profession by advocating for teachers so that they can do what is the best for the students in District 11. Please let me know what CSEA can do to help you.

In the end it's all about the kids!

Have a great school year, and I'll see you around the campus!



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



Sandra Allen, Doherty
Rhonda Ball, Achieve K-12
Sarah Bellmore*, Galileo
Chad Belveal, Wasson
Cole Bennett, West Middle
Elaine Bicking, Carver
Elizabeth Blanco, Lincoln
Adrienne Bones, Wasson
Richard Briggs, Galileo
Megan Brockriede, Wasson
Trevor Burnley*, Hunt
Carolynn Butts, Doherty
Angela Carnevale*, King
Natalie Crow-Gray, West
Christine Daugherty, Martinez
Christina DeCrescentis*, Coronado
Maria Dunn, Galileo
Curtis Fisher, Jenkins
Rebecca Fleming*, Swigert
Daniel Florez, Mann
Carrie Frasure, Tesla
Andrea Friesma, Wasson
Vanessa Garza, Audubon
Anthony Gioia, Trailblazer
Kevin Goff, Wasson
Lindsay Goodwin,

Nate Hansen, Hunt
Robert Hanson*, Tesla
Katie Harms, Jackson
Kerry Hill, North
Amy Hillwig, Bates
Iveta Holeckova, Mitchell
Dana Huntsman, West
Katrina Jakus*, Mitchell
Sally Jergensen, Irving
KellyAnn Joyce*, Keller
Krista Keiter, Madison
Desiree Klose, Martinez
DaLane Krehbiel Fox*, Grant
Dorothy Lardie, Itinerant O.T.
Donald Lessig, Mitchell
Rosalind Lewis, Madison
Melissa Mabery*, Doherty
Julia Mackay*, Chipeta
Michele Manly, Lincoln
Keith Marcantel, Edison
Lindsey May*, Mc Auliffe
Julie McCluaun, Monroe
Rene McElhany*, Swigert
Richard McKenna*, North
Kirk Miller, Jenkins
Robin Moore, Mc Auliffe

Brittany Pedersen, Mitchell
Lori Pollock, Wasson
Melanie Pouson-Flowers, Keller
Melissa Quidachay, Howbert
Kathy Reed, Howbert
Sandra Reyes*, Twain
Jessica Riordan Richman*, Coronado
Patricia Rios, Doherty
Tom Robertson, Bates
Joseph Rodriguez, Mitchell
Carl Sanderson, Grant
Rachel Schisler, Swigert
Peggy Shea*, Stratton
Joshua Sisneros, Palmer
Matt Steele, Mitchell
Sharon Thomas, Henry
Letitia Thomas*, Audubon
Lanee VanSant, Monroe
Ann Van Wey, West
Lisa Vazquez, Monroe
Alexandra Wade, Russell
Lance Waltner*, Sabin
LaShele Warren, Buena Vista
Richard Wastler, Martinez
Teresa Wastler, Martinez
Kristie Wilson*, West Elementary

* Denotes a member who is in their first year of teaching in a public school. Please join CSEA in giving these teachers a special shout out and warm welcome to the teaching profession and District Eleven!

Help Wanted

Team **C**ancer **S**tinks, **E**veryone **A**grees is seeking individuals committed to finding a Cure! We need **you** to join our team in the 2011 Komen Race for the Cure on September 11th. No experience is necessary, and all who apply will be cheerfully accepted. You may register at www.komensecolorado.org/komen-race-for-the-cure. Select the option to register for an existing team, then type in the word "cancer" for the team name, and hit the return key. You'll see our team from the drop down list. Join the Team! Join the Fun!

Concerned, community-minded individuals who are CSEA members are invited to apply to participate in the upcoming candidate interview and recommendation process for District 11 School Board candidates. For more information contact Tim Cross at tcross@coloradoea.org.

Family Swim Night

Friday, September 23rd 4:30 p.m. - 7:30 p.m.
Cottonwood Creek Recreation Center
3920 Dublin Boulevard
Join other CSEA members and their families for an evening of splishin' and splashin'!

Your admission price of \$3.50 per person includes indoor beach entry and wave pool, water slide, lazy river, and fitness center. This savings of \$4 off the regular price is available only to CSEA members.

We'll share some good times and have a meal and social time together in the community room. We'll provide the main dish and drinks. Please bring a dish to share.

Children must be accompanied by an adult. To RSVP or ask questions, contact Leslie at millela@d11.org.



ELEVATING OUR PROFESSION

By Kevin Vick, Vice President

On every level, your Association is fully engaged in a process of evolving to meet the new educational environment we live in today. I saw this clearly in my Association work at trainings and conferences this summer.

This summer during the CEA Summer Leadership training, there were new sessions that CEA offered, opening new discussions within CEA about how we do our business. In addition to the traditional topics of Association Representative training and membership ideas, there was an emphasis on evaluation, professional development, and face-to-face organization. The evolving CEA discussion was most evident on the second day of training, when we completed an entire day focused on the new "Take the Lead" campaign, which focuses on education funding in Colorado. The exercises involved a great deal of soul searching about what it means to be both a teacher and a member of CEA. I was reminded that effective change can only occur when an organization asks itself hard questions, is not afraid of facing the answers, and begins the work of dealing with those answers to shape improvement.

I was also reminded of our need to evolve and transform at the NEA Representative Assembly in Chicago, where the struggles in Wisconsin, Ohio, and many other states were reminders of the political realities of unions in the public eye. NEA adopted a new policy statement on educator evaluation in which NEA somewhat softened its stances on the use of student indicators as a factor in evaluation, and the use of incentive pay structures to enhance compensation. While still opposed to most of these reforms in their current format, NEA shifted to the possibility that there is merit in exploring use of these reforms in the future. This represents a significant shift in NEA policy and recognizes the need for NEA to be more proactive in the national debate on education reform.

Locally, CSEA is also engaged in a process of change. We are looking at how Association Representatives can be more effective in our schools. Our vision is to create more of a "team" structure so that ARs are not overburdened and there are more people trained, responsive, and knowledgeable regarding questions or concerns in our buildings. If you would like to share your ideas on how to facilitate this concept, or want to give feedback on this idea or anything the Colorado Springs Education Association is engaged in, please contact us. We are better as an organization if we have the input of our members. If you want to affect change, we need to hear your voice.

Reporting Back From The NEA Representative Assembly

By Jamie Cushenbery, Mitchell Region Director

At this year's Representative Assembly in Chicago, a policy statement was issued related to NEA's position on teacher evaluation and accountability. In light of recent Colorado legislation, this policy statement was timely and my hope is that our national, state and local education agencies will support it.

Highlights of the policy statement include the support for a high quality evaluation system that provides the tools teachers need to continuously tailor instruction, enhance practice and advance student learning; that measures several indicators such as observations, examples of lesson plans, student work, etc. and not just state assessments; and that provides clear and useful feedback. The policy statement also requires that evaluations be fair and conducted by highly trained supervisors as agreed to by our Association.

This new policy statement from NEA can be a useful guide as our local Association and District continue to work together to implement elements of the new state law on educator evaluations.

By Joni Hale, Primary Grade Director

For the fourth year in a row I was fortunate enough to be able to attend NEA's Representative Assembly. It was a very exciting assembly and I was proud to be there to be a voice for all our CSEA members. This year we debated and voted on 97 New Business Items and re-elected Dennis Van Roekel as NEA President and Lily Eskelsen as our Vice President.

We voted to support President Obama in his bid for re-election for President. There was debate as to whether we should endorse him this early or wait until next year. Overwhelmingly, the delegation voted to support him early. We were visited by Vice President Biden, whose great speech made it worth standing in the security line for over two hours!

What moved me most at this assembly was Lily Eskelsen's re-election speech. She recently lost her husband to suicide. She gave a speech on depression. She told us all to look for it in people, and said that if we know people are suffering, we need to try to get them help. It hit home with me because I lost my dad to suicide four years ago. This is a painful subject that people don't want to talk about. I was so glad that Lily did and maybe she helped someone with that speech.

I loved being able to attend the NEA Representative Assembly again. It is exciting to be part of the big picture, and I hope that I am fortunate enough to be able to attend next year's Assembly in Washington, D.C.

Hot Zone Days

This year, a significant change was made in the Master Agreement, Article IX, Leaves. CSEA and District 11 added "Hot Zone" Days.

During bargaining, the District raised the concern that teachers take leave days during zones of time that impact instruction and the budget more than at other times during the year. CSEA raised concerns regarding the limitations on the use of days. For example, many teachers use leave days during Thanksgiving week. While teachers have the contractual right to use those days, the District was concerned that there were unusually high numbers of subs in classrooms, impacting the quality of instruction that kids were getting during this time frame.

The solution that the Bargaining Team came up with was to create an added level of security for the District that teachers would be adequately prepared to be out of the classroom by providing adequate lesson plans and securing a sub five days in advance of the absence.

The District and CSEA shared the two main interests of allowing teachers to continue to use their leave days without restraint and ensuring that students continued to learn while there is a sub in the classroom. Hot Zone Days are defined in the index in the new Master Agreement that is available on line at www.cseateacher.org.

Here's how they work:

If you are planning to use a leave day that is defined as a Hot Zone Day, you must provide five days advance notice to your principal that you intend to take that day for leave. You don't have to provide a reason for the leave. Notification to the principal is considered to have taken place by securing a sub through the SEMS system. You must also have lesson plans completed five days in advance of the day(s) for which you intend to use your leave day(s). If either of these two conditions isn't met, then you will be charged 1.5 days leave, not just one day of leave.

If an emergency arises and you have to take a Hot Zone Day to deal with something unforeseen and are unable to give five days' notice, you may request that the principal change the 1.5 day charge to a one day charge. You may do this directly, or through CSEA. It must be done within ten days of the charge to you.

We are satisfied that this change to the Agreement isn't overly burdensome and ensures that kids have adequate instruction in the classroom even when the primary teacher isn't there. Please contact us with any questions about this provision of the Master Agreement or about how Hot Zone Days work.

CSEA Happenings

September 11 **C**ancer **S**tinks **E**veryone **A**grees
Walk for the Cure

September 23 CSEA Family Swim Night
Cottonwood Creek Recreation Center

September 27 AR Meeting, 4:30 p.m., Tesla

Works 4 Me: Practical Tips from Teachers Like You Playing the Stock Market

submitted by **Steve Jantz, a 7th and 8th grade
teacher in Wilbur, Washington**

"In our classes we are having a friendly competition using the stock market. Using the web site 'E-trade' students invest approximately \$30,000 in several types of stocks. Each day we check their market action and buy or sell at least three times a week. In our math class we discuss the importance of percents, fractions, decimals and other areas of math and how they relate to the market. I have found students to be highly motivated with this lesson, mainly because it is dealing with money and class competition."

CSEA Dues Revocation and Membership Drop Information

CSEA members: Current members of CSEA must complete a Discontinuance of Membership Form if they wish to waive membership benefits and dues responsibility. The forms are available at the CSEA office and must be completed by September 10, 2011 in order to be in effect for this year.

Non-members: Teachers who have a Dues Revocation form on file with CSEA and the District payroll office do not need to sign another one.

Newly hired teachers: Newly hired teachers who do not wish to have membership benefits and dues responsibility must complete a Dues Revocation form. The form is available at CSEA and the District payroll office until September 16, 2011. After that date, the form will be available at CSEA. A newly hired teacher may revoke dues or membership at any time (one time only) in the first twelve months of employment.