

## Announcements

### Bargaining Budget Brief #1

Thanks to your efforts to secure passage of the Mill Levy Override, CSEA and the District #11 Board of Education will begin bargaining in January an additional \$6,000,000 into your salary and benefits for the current year. That figure will increase to \$8,000,000 next year. These monies were directly approved by the voters and can be viewed [here](#) (see the spreadsheet on page 2 of the link) in the Board of Education approved implementation process. Allocation of these moneys will be negotiated by the bargaining teams and will be subject to ratification by the membership.

### Election For CSEA President And Vice President

The election for CSEA President and Vice President will be held in conjunction with the election for delegates to the CEA Delegate Assembly in February of 2018. Our President and Vice President are term-limited in their current offices, and this timeline will provide for a smooth transition next spring.

Additional information, including the election process, timeline and nomination information will be publicized January 10 and candidates may begin campaigning January 11. Candidates may not campaign prior to that time. Nominations are due January 30, and the election will be held February 9-12.

### Ho! Ho! Ho!

It's North Pole time and once again we are offering discounted tickets for CSEA members and their families for this local amusement park. The tickets are available for \$17 each, which means they are a \$5 savings off the normal admission price for everyone two through 59 years old. Children under 2 and those over 59 are free. The tickets are non-refundable and must be used by December 24. North Pole dates and times can found [here](#).

Tickets are limited and are available on a first come, first served basis. We will not be placing a second order. Please email [lzeitz@coloradoea.org](mailto:lzeitz@coloradoea.org) to make arrangements to purchase your tickets, which should be paid for by a check made payable to CSEA.

## Events

### Know Your Rights – Federal Civil Rights Law

December 11, 2017 6:00 p.m. – 7:30 p.m.

East Library, [5550 N. Union Blvd.](#)

- U. S. Attorney's Office, District of Colorado
- U.S. Department of Education, Office for Civil Rights
- U. S. Department of Health and Human Services, Office for Civil Rights
- U. S. Department of Housing and Urban Development, Office of Fair Housing and Equal Opportunity

Learn about federal civil rights laws, including those covering discrimination and harassment in education, health care, and housing. Meet with agency representatives and gain a better understanding of your legal rights and the complaint and investigation process.

### Educating Children of Color Summit

Saturday, January 13, 2018      8 a.m. to 4:30 p.m.      Colorado College

The purpose of the Educating Children of Color Summit is to encourage all youth, especially children of color and children in poverty, to pursue higher education; to support teachers to be successful educators; and to educate parents on what it takes to be college-ready and to help their children transition to a successful future.

Additional information will be publicized at a later date. For additional information or to register, visit [www.educatingchildrenofcolor.org](http://www.educatingchildrenofcolor.org). The deadline to register is December 23, 2017.

## Articles

[At Least 45 Pennsylvania Teachers Quit, Citing Violence, 'Unprecedented Misbehavior'](#)

[A Minimum Salary For Colorado Teachers? State Officials May Ask Lawmakers To Consider It.](#)

[Comebacks To Annoying Comments About Teaching](#)

**Contract Fact**

**Article IX.A.4.a Hot Zone Days Defined**

Hot Zone days are those student contact days immediately preceding and following a scheduled school break, including the first and last day of student contact and as further defined in the Definitions under Appendix A of this Agreement. In order to avoid days being charged at the rate of an extra half day (1/2), a teacher need only give notice to the principal, or their designee, of his or her intent to use a Hot Zone Day, five (5) work days in advance. If a teacher gives notice by providing acceptable substitute plans and a substitute has been arranged through contacting the SEMS system, the teacher will not be subject to Hot Zone charges.

[www.cseateacher.org](http://www.cseateacher.org)

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This communication is provided to members of the Colorado Springs Education Association and the Colorado Springs Educational Support Personnel Association and is not intended for public distribution.