

## Announcements

### T.A. Reached In Denver Strike

DCTA issued a press release this morning indicating that a tentative agreement has been reached with the Denver Public Schools. Here is part of CEA President Amie Baca-Oehlert's statement:

"I am overwhelmed with gratitude for our Denver educators for being brave and bold and for standing up for Denver students and our profession," said Amie Baca-Oehlert, high school counselor and president of the Colorado Education Association. "Denver educators didn't just fight for their students, profession and community. They have led the way for our entire state by bringing to the forefront our students' need for qualified, committed, and caring educators that can afford to stay in the classroom and live in the communities where they teach."

Read the complete Press Release [below](#).

### Mediation Support Team – Restoring Workplace Relationships

Do you have conflict in the workplace? The Mediation Support Team (formerly known as the Peer Facilitation Cadre) works with employees experiencing conflict with each other to identify core issues, find common ground, and work to resolve the issues through mediation. Our services are free, confidential, voluntary, and are provided by CSEA to members and non-members. Please contact your building Association Representative (AR) or [CSEA](#) for additional information.



**Thumbs Up!** Thumbs Up to **The Rotary Club of Downtown Colorado Springs** for once again making a generous donation to support the arts in District 11. The Club sponsors an annual community initiative, Butterflies & Friends, to raise awareness and funds to serve children and promote the arts in schools. The Club and its members have a long history of supporting District 11. **CSEA President Joe Schott** is a member of the Rotary Club, as is Superintendent Michael Thomas.

### Income Tax Deduction Update

Last year's tax law changes may have affected your ability to deduct your union dues on your taxes. Because we are not experts on tax laws, we suggest you either consult a professional tax preparer or seek additional information through independent research.

## Events

### Teacher Turn Up – February Welcomes SPED Educators

**Thursday, February 21                      6:00 p.m.                      The Principal's Office, Ivywild School  
1604 S. Cascade**

The Pikes Peak Center For Teaching, Learning and Public Education invites special education colleagues to join for an evening of socializing and fun. Let the hosts know you learned about this in the CSEA newsletter and you'll receive a complimentary beverage, courtesy of the Pikes Peak Education Association. Please RSVP using [this link](#).

### Mindfulness For Educators Class

**February 28, March 2, March 14, March 16**

**Eighteenth Element Yoga, 5050 Edison Avenue, Suite 115**

See details [below](#).

**Paired Dinner and Beer Tasting**  
**Thursday, March 14, 2019**

**6:00 p.m.**

**Peaks N Pines**  
**4005 Tutt Blvd.**

We hope you'll join in the fun at this popular event. We're excited to once again have this year's pairing at Peaks N Pines Brewing. CSEA members **Mike Hagen, Palmer, and Delia Medberry-Hagen, Mitchell**, are part owners of Peaks N Pines, and Mike is the head brewer. This will be a four course dinner, with an amazing new food truck preparing the meal. They are excited to share their awesome food with teachers, and each beer will be carefully selected to pair with the planned menu. Be looking for details soon.

The cost is \$30 per member and \$35 for non-members. Reservations are required and may be made [here](#). Please let us know how many will be in your party.

**St. Patrick's Day Parade Participation**  
**Saturday, March 16**

**Details coming, along with practice rides as soon as weather permits.**

Please plan to join us as we celebrate St. Paddy's Day by participating in our community's annual parade. Come rain or shine, we'll be walking, riding, marching, jogging...there will be many modes of celebrating. This will also be the inaugural spring "ride" for CSEA Members Who Bike. We hope to see you there!

**CSEA Annual Meeting**  
**Tuesday, April 9**

**4:45 p.m.**

**Tesla Building**  
**2560 international Circle.**

All members are invited to attend the annual meeting of the corporation. The meeting is usually brief and is followed by the monthly AR meeting, to which members are also invited.

**Contract Fact**

**Article VII. A. 1 Posting Of Vacancies**

An updated list of current vacancies and known vacancies for the following school year will be posted on the District website commencing on or about February 15 through July 15. After notice to all building staff, a position opening that will be filled by a qualified employee from the building where the opening occurs shall not be considered a vacancy and shall not be subject to the posting requirements of this Article. Subject to any requirements of applicable law (SB 10-191), applicants may be interviewed. Those interviewed will be identified through a consistent process determined by school administration, teachers and other staff as appropriate. The Department of Human Resources and the school administrator will screen candidates for qualifications. Positions posted as vacant for the next school year shall remain open for a minimum of five (5) work days and shall not be permanently filled during this posting period. After July 15, however, positions posted as vacant for the next school year shall remain open for a minimum of three (3) days. In addition to all other requirements applicable to in-District transfers of teachers between buildings, such transfers shall not be allowed after July 15 without the consent of both the principal of the building from which the teacher is leaving and the principal of the building to which the teacher is being transferred.

**Articles**

[Strike Over: Denver School District, Teachers Union Signed Tentative Pact](#)

**Details From Above**

## **Denver Educators Reach Historic Agreement with DPS, End Strike**

DENVER – Today, the Denver Classroom Teachers Association reached an historic agreement with Denver Public Schools on behalf of Denver’s educators. The tentative agreement, which must be ratified by the full DCTA membership, reforms a pay system which largely relied on unstable bonuses, and provides stability for students who, for the past ten years, have had their education disrupted by a compensation schedule that drove their teachers away from the district. DCTA teachers may return to the classroom today. If teachers choose not to return to work, DPS has stated that they will be unpaid.

“This agreement is a win, plain and simple: for our students; for our educators; and for our communities,” said DCTA President Henry Roman, an elementary school teacher. “No longer will our students see their education disrupted because their teachers cannot afford to stay in their classrooms. We are thankful that both sides were able to come together after 15 months of bargaining to ensure our educators have a transparent salary schedule with a professional base salary scale and less reliance on unpredictable bonuses that disrupt our schools. Every Denver educator should be proud today that they accomplished something historic for their students.”

The full tentative agreement will be posted on the DCTA website later today. Highlights of the agreement include an increase of between seven and eleven percent in base salary on a clear and transparent 20-step salary schedule, full cost of living increases in years two and three of the agreement, the opportunity to use professional development to move lanes on the salary schedule, and an end to exorbitant five-figure bonuses for senior DPS administrators. Both sides also agreed to a study of the effects of high priority school bonuses on teacher retention.

“I am overwhelmed with gratitude for our Denver educators for being brave and bold and for standing up for Denver students and our profession,” said Amie Baca-Oehlert, high school counselor and president of the Colorado Education Association. “Denver educators didn’t just fight for their students, profession and community. They have led the way for our entire state by bringing to the forefront our students’ need for qualified, committed, and caring educators that can afford to stay in the classroom and live in the communities where they teach.”

Denver educators went on strike for our students on February 11 after 15 months of negotiations to reform the ProComp pay system with Denver Public Schools. The district repeatedly brought proposals to the table that exacerbated the problems educators were trying to fix, and did not deliver a professional salary plan that would pay all teachers a living wage and limit unpredictable bonuses that disrupt our students’ education. A breakthrough occurred on Tuesday when DPS and DCTA worked late into the night and were able to find common ground on many of the issues that have disrupted our students’ education. With the assistance of a federal mediator and a dedication to what is best for our students, both sides were able to agree on the remaining points of contention on Wednesday night and early Thursday morning.

“All week, the nation has looked to Denver with hopeful hearts,” said Lily Eskelsen García, president of the National Education Association. “We are so proud of Denver’s educators and this historic agreement that will provide greater opportunity for Denver students and stability for their schools.”

The Denver teacher’s strike received nationwide support as part of the historic #RedForEd movement that has seen educators, students, parents and community members stand up for the schools all students deserve. Over the last year, #RedForEd strikes and walkouts have occurred in West Virginia, Oklahoma, Arizona, North Carolina, Los Angeles, and other locations

across the country. More #RedForEd strikes and walkouts across the country are anticipated in the coming weeks and months.

### **Mindfulness For Educators Class**

This training is first designed to help educators find balance and a sense of peace in their busy lives through mindfulness and yoga. Through developing or expanding on a personal mindfulness practice, educators will then learn how to bring these tools and techniques to their students. With guided practice, hands on activities and a comprehensive manual to take with you, you will be able to implement strategies right into your classroom.

Members will receive a 10% discount on the class fee of \$250. The fee also includes a free month of yoga at Eighteenth Element. For additional information or to register, please contact Jan Pratt at [play@omtastic-yoga.com](mailto:play@omtastic-yoga.com). Learn more [here](#):

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This correspondence is intended for members of CSEA, ESPA, CEA, and their families. It is not intended for public distribution.