

Announcements

Let's Elect A Great School Board!

October 12 **9:00 a.m. – 12:00 noon** **North Middle School, cafeteria**

This is a great opportunity to support candidates for the District 11 school board who care about the same things teachers, counselors, school nurses, librarians, special educators, and coaches care about: our students and the excellent education they get in our district. Let's work together to elect a great school board!

CEA Member Forum October 22

CEA President Amie Baca-Oehlert and **Vice President Kevin Vick** will be in Colorado Springs on October 22 to hear *your* perspective on what concerns you and what to do about it. At Delegate Assembly, CEA members adopted a new business item, Time's UP! Statewide School Funding Escalation Campaign. Its purpose is to educate members in preparation for a statewide week of action one year from now unless the state legislature takes action to improve school funding. CEA is anxious to hear from members about what our escalation and statewide week of action should look like. Look for more details soon.

Important Retirement Information

If you are thinking about retirement in the next couple of years, please see the information [below](#).

Giant Pumpkin Festival In Old Colorado City

CSEA is sponsoring a "Fall in Love with Reading" booth at the festival, which may attract 10,000 to 30,000 people. We will give children a free book, game or puzzle and have bookmarks that they can color. This is a huge community event, and having a public presence builds a positive image for teachers and our association in the community. Details on how you can help are [below](#). Participation qualifies for activism credit.

What Is CSEA Activism Credit And Who Is Eligible To Receive It?

CSEA has a goal of increasing and enhancing our leadership, presence and effectiveness in our buildings and community for 2019-20. Active members who have demonstrated and documented association involvement that both provides and demonstrates the value of CSEA to members, the organization, and our educational community are eligible to apply for the credit. Details are available in the member section of our [website](#).

Voter Registration

If you aren't registered to vote in El Paso County, now is the time to so you can vote this November. More information and a registration link are available [below](#).



Thumbs Up! Thumbs Up to **Sam Boatman, (Galileo Building Manager)**, who catered the CSEA picnic. The food was great, and we appreciate his pricing discount for CSEA.

Events

First Friday

October 4 **4:00 p.m. – 6:00 p.m** **Trails End Taproom, 3103 W. Colorado Ave.**

Please join CSEA as we unwind with friends. You don't need to RSVP; just come and enjoy the time together. We'll provide some appetizers to get the fun started. We hope to see you there!

Let's Elect A Great Board Of Education!

October 12 **9:00 a.m. – 12:00 noon** **North Middle School Cafeteria**
612 Yampa Street

Help get our recommended candidates elected by joining us as we walk and talk to District 11 voters.

CSEA 5th Annual Oktoberfest

October 12 **12:00 noon** **CSEA Parking Lot, 2520 N. Tejon Street**

Join us to celebrate the beginning of fall with this great gathering of friends and fellow educators. The D11 Garage Band will provide musical entertainment, plus we'll have free beer, soft drinks and snack food. The very popular Potato Potato food truck will be there with food to purchase, too. This is a family and dog friendly event.

Giant Pumpkin Festival

October 19

10 a.m. – 3:00 p.m.

Old Colorado City

Details on how you can help are [below](#). If you would like to help, please contact [Beth Waller](#).

CEA Member Forum

October 22

Details to come

Take advantage of this forum to make your voice heard on the issue of what activities we should take to encourage improved school funding.

Contract Fact

This week, Erica Rewey, CSEA Vice President, describes the evaluation timelines found in **Article XII.C** of the Master Agreement. She identifies what applies to everyone, and highlights variations that apply depending on your particular circumstances. Watch the video [here](#).

Article XII.C. Evaluation Timelines

1. Orientation will be within the first three (3) weeks of the first quarter, except for new hires, whose orientation will occur within their first three (3) weeks of employment.
2. Formal observation (minimums).
 - a. Probationary - once during each of the first two (2) quarters.
 - b. Non-probationary - once prior to February 15.
3. Goals Plan - should be submitted and approved by the end of 1st quarter.
4. Mid-year Conference – must be completed by January 31.
5. Observation Conference - will be held within ten (10) days of the observation.
6. Notice of Deficiencies - issued within ten (10) days of the observation conference.
7. Remediation Plan - shall be written and issued within ten (10) days of a Notice of Deficiencies.
8. Summative Evaluation Conference - on or before the last work day in April.
9. Failure to comply strictly with the time deadlines set forth in Article XII shall not invalidate an evaluation unless such failure is prejudicial to the teacher.

Articles

[Why Does Count Day Matter?](#)

[CEA Among Endorsers Of Proposition CC](#)

[This Banned Books Week, Stories With LGBTQ Themes Dominate The Most-Challenged List](#)

[Ward Melville High Helps Staff De-stress With Relaxing Music, Soft Lighting](#)

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October 3, 2019

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

Details From Above

Important Retirement Information

If you wish to be considered for the Retirement Incentive Program, you must submit a non-binding letter by 5:00 p.m. on Tuesday, December 3, 2019. Letters received after that date will not be accepted for the Retirement Incentive Program. The top forty (40) teachers who apply for the plan are eligible.

You may retire at any time without being eligible for the Retirement Incentive Program and you may also be eligible to work a transition year if your application is approved by the Superintendent and the Board of Education.

The D-11 transition program is for employees who retire at the end of this school year and want to work for D-11 the following year, which is called a transition year.

Complete information regarding retirement, the Retirement Incentive Program, and a transition year, as well as the related paperwork one must complete are available on the [District 11 website](#) by following this process:

1. Click on the "Department" link and select Human Resources (upper right hand)
2. Scroll to "Human Resources (left hand)
3. Click on the "Employee Resources" hyperlink (left hand)
4. Click on the "Retirement" link
5. All retirement information is available under the retirement link

Giant Pumpkin Festival In Old Colorado City

Donations - We need gently used or new books, and complete children's games and puzzles ranging from Pre-K to high school levels. We also need crayons and markers. Clean off your shelves and ask your friends and neighbors for donations. Please take your donations to your building's AR before October 8, or bring them to the CSEA office (address below) before Wednesday the 16th.

Event Prep - We need help getting everything prepped for the event. Books will be sorted into grade levels and then loaded into vehicles to be taken to the Festival.

Book Sorting

Thursday, October 17
3:15-6:00 or when we finish

CSEA Basement, 2520 N. Tejon
Snacks will be provided

Loading Vehicles

Friday, October 18
4:00 p.m. (probably less than an hour)

CSEA Parking Lot

Volunteer At The Event

Saturday, October 19

Old Colorado City (details of location to follow)

The booth will be open 10:00 a.m. to 3:00 p.m., and we need volunteers to work a two-hour shift anytime during those hours.

It is rewarding to see the children light up with the gift of a free book. Please join us by volunteering to help put CSEA's friendly face out into the community. Please RSVP for the set up or the event hours that you are available to work to [Beth Waller](#).

Voter Registration

If you have a Colorado State driver's license or ID card issued by the Colorado Department of Revenue, you may register online at [Register Online](#). If you have not been issued a Colorado State driver's license or ID card issued by the Colorado Department of Revenue, you may register to vote by completing a Voter Registration Form. You will need to print and sign the form then return by fax, email, mail, or hand delivery. Here is the [Voter Registration Form](#). Please fax, email, or mail completed forms to:

Fax (719) 520-7327

Email elections@elpasoco.com

Mail Election Department, PO Box 2007, Colorado Springs, CO 80901