

Name This Newsletter!

Wanted: Creativity! Please put on your very best creative hat and help name this weekly email newsletter! We've decided it's about time to give this communication a name, and are asking **you, our members**, to help us. The lucky winner will receive an Amazon gift card and bragging rights. Please send your suggestions to us [here](#) by November 19 so we can consider all submissions. We'll announce the winner and our new name after Thanksgiving Break.

For And About Educators

How Schools Are Using The Trump Impeachment Inquiry As A Teachable Moment

NPR recently interviewed **Anton Schulzki** (Palmer), who is the Vice President of the National Council for the Social Studies, for an article on approaching the impeachment proceedings in the classroom. This excerpt from the article summarizes Anton's approach:

"there is "no real playbook for how we handle these things." Teachers must use their judgment "to ensure that what we're providing is accurate information." The educator's role, he says, is to provide "a space for the students to explore what's going on and do so in a way that they feel heard."

The article is available [here](#).

Ho! Ho! Ho!

It's almost December and that means it is **North Pole Time!** We are pleased to offer discounted tickets for CSEA members and their families for this local amusement park. Additional Information is available [below](#).

Inspiring Creativity Grants

The Foundation for School District 11 is once again offering "Inspiring Creativity" grants for the spring semester. The deadline to apply is November 25. For more information visit <http://foundationford11.com>,

Important Retirement Information

If you are thinking about retirement, do not overlook the December 3 deadline to qualify for the Retirement Incentive Program. Please see the information [below](#).



Thumbs Up! To the **CSEA Mediation Support Team**. The Team works with employees experiencing conflict with each other. The services are free, confidential and voluntary. Contact your AR or CSEA for more information. The Team members are **Kevin Coughlin** (Twain), **Jennifer Heiss** (Queen Palmer), **Kathryn Hernandez** (Doherty), **Christina VanderDoes** (Martinez), and **Stacy Strobel** (Doherty), who chairs the Team. **Oops!** We misspelled **Angela Carnevale's** (Palmer) name last week. We apologize, **Angela**, and thank you again for the fun Sip 'n' Splash member night.

Our Contract, Our Rights

Please watch as CSEA Secretary **Corinne Turney** (Twain) describes your rights around planning time (Article X.A.3.a-c). This is time that you direct for yourself. See the video [here](#).

Events

Education Evaluation Listening Tour

November 21

5:00 p.m. – 6:30 p.m.

Prairie Heights Elementary School
7930 Indian Village Hts., Fountain

State Senator Tammy Story (District 16) is working on an evaluation and accountability bill and is seeking input from licensed staff and evaluators around the state. Let her know your thoughts,

"I believe it is imperative to hear from those who are the subject of the current evaluation process: those who are evaluated and those who are directing the evaluation. The information, comments and thoughts of the licensed staff and evaluators will be utilized to inform the content of the bill."

Teacher Appreciation Fondue Night

November 20, 21

The Melting Pot, 30-A E. Pikes Peak

Don't hesitate if you want to attend...make your reservations soon, as this event is frequently sold out.

First Friday

December 6

4:00 p.m. – 6:00 p.m.

Navajo Hogan, 2817 N. Nevada

Please join CSEA as we unwind with friends. You don't need to RSVP; just come and enjoy the time together. We'll order some appetizers around 4:45. We hope to see you there! As an added bonus, **Eric Eberhardt** (Jenkins) and his band, Triple Nickel, will be rocking it on stage later that evening, beginning at 9:00 p.m.

Articles

[Commentary: They Asked For Red For Ed](#)

[23 Must-Read Anti-Bullying Books For Kids](#)

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

Details From Above

North Pole Information

- Tickets are \$20 (normally \$25) for individuals aged three to 59. There is no admission charge for individuals under three or over 59.
- Tickets expire on December 24, 2019, and there are no refunds for unused tickets.
- Because quantities are limited, *we are able to hold tickets for up to 24 hours.*

You will need to pick them up and pay for them at CSEA (2520 North Tejon) within 24 hours from the time you make your reservation, or we will release the tickets. Please make your check payable to CSEA. Reserve your tickets [here](#). Tickets are limited and will be available on a first come, first serve basis.

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