

Snow Days

Wow! Do two snow days in October herald a brutal winter? As an employee, you might want to know a bit of D11 policy about inclement weather and school:

- The Board of Education has policy ([EBCE](#)) and regulation ([EBCE-R](#)) on the issue.
- The Board authorizes the Superintendent to make decisions about closures and so forth. He relies on information from various sources and a District team to decide how to proceed. We all know it can be a blizzard in one part of town, with no effects in another part.
- Announcements should be no later than 5:30 for late starts or closures. If you're already at school before 5:30, a closure might come as a surprise.
- If there's a late start, teachers should try to get to school as soon as *safely* possible—but obviously *no later than* the two hour delay.
 - If you can't make it, you can take paid leave, or if you're out of paid leave, you can apply to the Superintendent for emergency leave ([MA Article IX.F.4](#)). This is where it pays to have sent him cookies on his birthday.
- You already scheduled paid leave, and now it's a snow day!?! Do you lose the day? Nope. People are paid for the day, and you don't lose your leave day...unless—there's always one of these—you've scheduled *more* than five consecutive days of leave. If one or more snow days land in that stretch, you are still charged for the days you scheduled.

What does *inclement* really mean? *Clemens* means mild, or gentle, and the prefix *in-* means not. Inclement means not nice at all.

Announcements

It's Too Late To Mail Your Ballot

Save your stamps for holiday letters. It's now too late to mail in a ballot for Election 2019. Postmarks do not count. If you are delivering your ballot, you will find the list of secure ballot drop-off sites [here](#). If you would like to have your ballot picked up and delivered by a CSEA volunteer, please let your AR know.

Get Your Voting Questions Answered

Can I register to vote on Election Day? What can I do if I didn't get a ballot in the mail? Do I have to show an ID to vote in person? Get the answers to these and many other questions on the [FAQ page of Just Vote Colorado](#).

Keep Your Contact Information Current

If you have moved recently, please send your current mailing address to us so that we can keep our records current. Also, we are continuing to collect home email addresses. If you have updated contact information, please send it to us [here](#).

Mental Health Teen Essay Contest

The Denver Post is hosting a teen essay contest, inviting teens to submit essays or poems on the topic of mental health. This is part of a bigger project in the works about rising teen suicide rates in Colorado and an opportunity for teens to share their stories. The winning piece will be printed in the paper and the top three will be posted online. The deadline is November 17th. Learn more [here](#).



Thumbs Up! To **Ledeem Rickey**, (Tesla), one of our many Association Representatives who truly understand and articulate how CSEA advocates for our **members**.

Events

**First Friday
December 6**

Details To Come

Our Contract, Our Rights

Teachers Serving as Substitutes (X.A.8)

Coronado Region Director Rachel Taylor (West Elementary) describes your rights around the issue of serving as a substitute [here](#). If your school is in a constant state of substitute emergency, it's not so much an emergency as the norm! Talk to your AR about how to approach this as a staff.

Articles

[23 Senators Demand Investigation Into Mismanagement Of Student Loan Program](#)

[10 Things Teachers Want That Have Nothing to Do With Money](#)

www.cseateacher.org
csea@coloradoea.org



November 1, 2019

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