

## Election Night Results

On Tuesday night, public education in Colorado had many successes and a few disappointments. Locally, CSEA saw three of our four recommended Board of Education candidates elected. Mary Coleman, Darleen Daniels, and Parth Melpakam have a stellar history of supporting D-11, teachers, and CSEA. This means that District 11 will continue to have a school board that is committed to public education, collective bargaining, and a strategic plan focused on students. **It was your actions and contributions that pushed our candidates over the top.** We look forward to working with all of the Board members to ensure the supports necessary for student success, professional treatment and working conditions, economic justice, and collaborative decision-making.

Statewide, the effort to support schools through Proposition CC failed. This means that public education will continue to be significantly underfunded. Nevertheless, our brothers and sisters in Denver, Aurora, Commerce City, and Douglas County elected friendly school boards. We saw most bond and mil levy overrides succeed in the state. Overall, it was a successful campaign.

## Announcements

### Would You Like To Win \$1,000?

NEA Member Benefits is sponsoring a scholarship contest to give two members a chance to win \$1,000 for their educational pursuits. If you're the lucky winner, you could choose to fund professional development courses for yourself, cover some of your expenses toward National Board Certification, or even help family members with their college tuition. This giveaway is open to NEA members only and no purchase is necessary. You may enter the contest [here](#) by no later than December 31.

### Important Retirement Information

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

### Ho! Ho! Ho!

North Pole tickets will soon be available at a discounted price of \$20 per person. Watch for more details in the weeks to come.



**Thumbs Up!** To **Angela Carneval** (Palmer), for leading last Friday's Sip 'N' Splash for CSEA members. We had a full house, with lots of laughter, creativity, and fun artwork completed. It's always rewarding to see our members enjoying each other's company.

## Events

**First Friday December 6 Details To Come**

## Our Contract, Our Rights

### Our Contract, Our Rights

Your rights when it comes to discipline are described in **Article IV.A Progressive Discipline.**

Discipline should be about learning. That's what the word means; it doesn't mean punishment. The Master Agreement reinforces this through mandating progressive discipline. That is to say that mistakes and missteps must be addressed *first* through simple and low-level conversation. Nothing formal, nothing written, but instead a private heads-up that something needs to be remedied—and a chance, in fact, to remedy it. You get to learn from mistakes. Should the issue persist, then indeed, the steps taken to address it will become more formal and serious, at which point you may want [representation](#).

## Articles

[What Is Personalized Learning?](#)

[This Letter to the Tooth Fairy is Proof Principals Are Awesome](#)



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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**

#### **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