

## Union Pulse

Colorado Springs Education Association  
February 20, 2020

### Thumbs Up!



**Thumbs Up** to the **King staff**, who, with the help of their AR, **Lori Allard**, initiated and collaborated on developing a school discipline policy.

### Our Contract, Our Rights

#### Article XIII.D. Site Guidelines ...what's that have to do with Student Discipline?

Often, CSEA representatives and staff receive questions about appropriate student discipline (or lack thereof). Where is staff involvement in developing student discipline practices encoded in the Master Agreement? Article 13 says the building staff is required to--"shall"-- establish student discipline guidelines in each building through a collaborative process. These guidelines must be developed by May 15 for the next school year and can be changed only with staff involvement in the decision making, unless it conflicts with law. So, if you perceive that there are inconsistent rules and arbitrary decisions that fly in the face of justice, look into your school's guidelines. If there are no guidelines, or they need amending, put this on the agenda of the next staff meeting—and suggest that this be the *sole* topic.

### For And About Educators

#### **Huge Victory for Protecting Teachers' Portability Rights (= keeping nonprobationary status)**

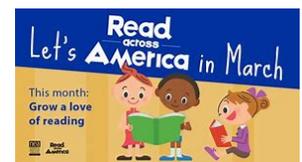
The Colorado Court of Appeals recently issued a favorable ruling ([Stanczyk v. Poudre School District](#)) that a school district may *not* impose unreasonable restrictions on a teacher's exercise of the right to nonprobationary portability. The Poudre School District did so when it required individuals to waive this right in order to apply for a teaching position and, upon hiring, sign an employment contract stating that they were waiving this right. This is a tremendous victory for nonprobationary teachers who want to transfer districts without losing their hard-earned nonprobationary status.

#### **Save on Your Next COpilot Course**

Congrats to [COpilot](#), CEA's online professional learning platform, for reaching 10,000 enrollments. CEA is celebrating by giving 25% off your next course for one more week. Enroll now and become one of the 10,000 Colorado Educators to COpilot their teaching to the next level. Apply the coupon code **COpilot25** at checkout.

### Ready, Set, Read!

With a growing need for schools and libraries to include and promote diverse books, NEA's Read Across America will seek to create more readers, writers, and people who feel included and recognized. Find out more about RAA's focus on celebrating a diverse nation of readers by exploring NEA's [Read Across America website](#). While the official Read Across America is March 2, we encourage celebrating the event throughout the month.



### March 3 – Super Tuesday in Colorado

You should have your ballot by now for Colorado's primary vote for U.S. President. Voters have the opportunity to cast a ballot for a presidential candidate for one major political party. The last day to register to vote to receive a primary ballot in the mail is Monday, February 24. All ballots

must be received Tuesday, March 3 at 7 p.m. Find the answers to [frequently asked questions](#) about the primary on the Secretary of State's website.

### **Two Elections Coming Soon**

- CEA will conduct an election for state and regional representatives to the NEA Representative Assembly (RA) from March 15-31.
- CSEA will conduct an election for our local representatives to the NEA RA, members of the CSEA Board of Directors, and Bylaw revisions in early April. We will provide additional information as the time comes closer.

### **Spotlight On Member Benefits**

#### **Use NEA Member Benefits to Keep Your Money**

It's tax season, and that means doing your homework to file your return. Check out the [Personal Finance page](#) on NEA Member Benefits to get the latest tips and tricks for your taxes and a rundown on the educator deductions and credits you deserve. NEAMB also has a deal for you with H&R Block to save on getting your taxes done and filed.

#### **Don't Overlook These Eight Money-Saving Tax Credits**

Educators are underpaid so don't leave money on the table in your dealings with Uncle Sam. [Download this article](#) to learn about all the credits that can increase your refund or lessen what you owe.

### **Events**

#### **St. Patrick's Day Parade**

**Saturday, March 14**

Please 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, marching, jogging...there will be many modes of celebrating. This will also be the first "ride" of the spring for CSEA Members Who Bike. We hope to see you there! Details will be coming soon. If you would like more information, please contact Anton Schulzki at [anton.schulzki@d11.org](mailto:anton.schulzki@d11.org).

#### **CSEA Annual Meeting**

**April 14, 2020      4:45 p.m.      Palmer High School, 301 N. Nevada Ave., (Eagle Wing)**

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.

### **Articles Of Note**

[Giving Children Vacations Instead Of Toys Can Lead To Advanced Brain Development, Experts Suggest](#)

[A Son Of Migrant Farmworkers Is The 2020 Superintendent Of The Year](#)

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