

# Union Pulse

Colorado Springs Education Association  
May 18, 2020

## What's Your Story?

Thank you to the members who responded with their stories about CSEA! For today we've selected **Jessie Trovik's** (Columbia) account of how CSEA provides and protects work-place rights for teachers that you don't find elsewhere.

CSEA is the reason I choose to work in D11. Not only in the beginning of my career did I choose D11 because of the master agreement, but again in 2018 when I moved back after a year in *[DISTRICT NAME REMOVED BY CSEA]*. While *[DISTRICT NAME REMOVED BY CSEA]* public schools does have an association and agreement, it was far from being pro-teacher like the agreement bargained by CSEA. Upon deciding to move back to Colorado Springs, I knew without a doubt I wanted to be back in D11 and back to being an active member of CSEA. Unfortunately, I made the decision later in the summer and had to take a job in *[DISTRICT NAME REMOVED BY CSEA]*. Yes...the rumors are true and it was horrible for teachers working in that district. There is no association and no master agreement. It was expected that I work 10 hour days plus I needed to come in on weekends to prepare for the next week. I was forced to serve on committees in the school and be a part of a book club. It was mandatory that we have specific things always posted in our classroom and up-to-date monthly bulletin boards decorated. Teachers were expected to be at school for all after-hours events. I rarely had a 45 minute plan once a day because meetings were scheduled during this time. The principal often had teachers locked in the office alone with her to hear a litany of things they were doing wrong. It was the worst semester of my career. Fortunately, I found a job in D11 that winter semester and I didn't even hesitate to take it mid-year. Now I am home again where I belong and happier than I've been in two years. Thank you CSEA for the support and solidarity of teachers!

Because of the collectively bargained Master Agreement between CSEA and the District, **our** working conditions are protected in the Master Agreement (Article X, A, 2, a.b.c) as follows:

### A. Teaching Conditions

#### 2. Normal Work Week and Day

- a. The Board and the Association recognize that a teacher's professional and primary responsibility and obligation is to teach, and that his/her energies should be utilized to this end. Therefore, non-teaching requirements shall be kept to a minimum.
- b. The normal work week for teachers shall not exceed thirty-six and three quarters (36.75) hours per five (5) day week excluding the lunch periods. The additional time beginning with fiscal year 2015-16 shall be collaboratively scheduled to provide non-instructional time for teachers.
- c. Teachers shall have a continuous duty-free lunch period of at least thirty (30) minutes.

## Member Benefits

Have you reviewed your member benefits lately? We've recently mentioned some of the benefits available exclusively to members of CSEA and CEA, but wonder if you know about the Attorney Referral Program. In this program, members are eligible for two free 30-minute consultations on personal legal issues during each membership year (September 1 through August 31). If you need help beyond this, our Attorney Referral Program (ARP) gives you legal assistance at rates well below participating attorneys' usual fees. You can learn more [here](#). For an overview of your member benefits, visit [here](#).

## What Will Back To School Look Like?

We are all wondering what "back to school" will look like next fall with so many unknowns and possibilities.

“Teachers and school employees tell [Education Week](#) they want transparency and input as states prepare to either reopen their buildings for 2020-21, continue remote learning, or launch a hybrid approach.” As we have assured members since the beginning of this pandemic, CSEA will continue to remain here for you. **CSEA will work with the District Administration as plans are being developed, and we will always advocate for you, the teachers who have worked so tirelessly over the last weeks and months to continue teaching our students.**

### **Balancing The Budget On The Backs Of Students And Teachers?**

If you haven't already done so, please [use this link](#) to stand in **solidarity** with other **professionals** from the education community in Colorado as we make our voices heard. Tell legislators that the state cannot continue to balance the budget on the backs of students and teachers.

[www.cseateacher.org](http://www.cseateacher.org)  
[csea@coloradoea.org](mailto:csea@coloradoea.org)



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