

Union Pulse

Colorado Springs Education Association
May 21, 2020

Professional Autonomy Provided By The Master Agreement

Today we hear from James Divine (Swigert), on how he appreciates the professional autonomy provided by our collectively bargained Master Agreement and how his principal appreciates the professionalism we promote:

I'm in my second year in D-11. I feel like I have been given a lot of professional autonomy to decide how best to teach band and orchestra - especially during this time when we had to shift to online learning. My rater treats me as a professional. I feel he is working WITH ME on the teacher evaluation to both help me do well on the evaluation and help me to be a better teacher. I leave his office feeling great about myself as a teacher. At my prior district, I was not covered by a Master Agreement. I had some professional autonomy, but not as much as in D11.

An example of the professional autonomy this member so values is set forth in the Master Agreement (Article XI. B):

B. Academic Freedom

1. The appropriate exercise of academic freedom is essential to the fulfillment of the purposes of the District . . . Teachers are assured of the support of the District when the actions of the teacher are in accord with the law and the terms and provisions of this Agreement. Furthermore, no teacher will be subject to disciplinary action for discussing controversial issues when his/her conduct is the result of professional judgment by the teacher, in accordance with District policy and regulation.

Thank You For Giving

Thank you for your generous gifts to the three charities CSEA chose in our matching donation program. In these challenging times, we appreciate the donations to Care and Share, Inside Out Youth Services, and the Pikes Peak Urbanites. With a drumroll, we are pleased to share that together we have contributed **\$5,760** to these organizations that provide valuable services and resources for our community. Collectively, the members of CSEA have made a difference in lives of our neighbors. Thank you!

CEA Press Release From May 18: Educators Appreciate Gov. Polis Allocating Federal Assistance To Meet Increased Student Needs

"Educators are encouraged by today's news that Gov. Polis has prioritized \$500 million in federal funding to shore up public education during the COVID-19 crisis. This one-time funding is a positive step forward in ensuring all students can succeed in school, whether they are learning in-person, at home or a combination of both." (CEA President Amie Baca-Oehlert) Read the full press release [here](#).

It is important to remember that the legislature still needs to cut more than \$3 billion from the state budget and this money *does not* help provide any relief to that process. If you haven't already contacted the Colorado Legislature's Joint Budget Committee, please use this [link](#) to do so now. Our students deserve it.

Locally, this newest money should provide around \$13 million targeted specifically to addressing costs incurred by COVID. That could be a bright spot in Master Agreement

negotiations at the start of June. See the Union Pulse's last issue of 2019-20 tomorrow for a fuller description of that week of bargaining.

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