

# Union Pulse

Colorado Springs Education Association  
April 29, 2021

## Bargaining Update: Short-Term Gains

After 7 hours of negotiations on April 26, management will again go back to the Board to receive next steps. Management in early April described financial discussions in terms of a traditional game of Hi-Lo: They come in low, in hopes of winning a few dollars' concession, and the expectation on CSEA was to counter with a Hi proposal. We did just that, tying our proposal to actual salaries of similar districts locally and statewide. We proposed a 5% increase to the base (to \$41,236), steps, lanes, loyalty bonus (14/25), and a 5% one-time bonus to returning staff. Total cost of approximately \$16M on the heels of a year where the District stockpiled about \$24M from Federal dollars and savings from exceptionally conservative financial decisions.

It is unlikely that this proposal will satisfy management, but make no mistake that at this time any offer comes with a hidden cost. They are playing a game where they aim to buy your contractual rights. They want to reduce your workplace rights by shortening your contract, and they think you will sell out for a few extra bucks. It is an age-old tactic – offer a few dollars in the hopes of duping the employees. You work hard for your wage, but are you for sale? We expect appropriate compensation without forfeiting a secure Master Agreement. This is why we are standing up for SSPs, progressive discipline and term of contract—in addition to fighting for the steps and lanes that have been bargained over the past 8 years. Rights and job stability are not throwaways! Management claims to love teachers, but they don't respect our choice of collective bargaining and representation. Management loves teachers so long as we shut up and teach. Loyalty, collaboration, and commitment to our students they'll praise, yet they expect our representation to work for them. Management is openly trying to split teachers from their professional voice in the district in an attempt to weaken, then subvert advocacy for workplace protections. Solidarity, friends! Don't be bought, and don't be tricked. *WE* are CSEA. It is not a question of freedom or bread. Compliance to your boss is not more important than your judgment around how to teach students.

## The Good, the Bad & the Ugly...

The Good: CSEA reasonable salary proposal addresses the salary gap regionally and statewide for professionals in D11. While the management team swells, they want to low-ball any talk of a professional wage to staff.

The Bad: Management abruptly ending discussion of elementary specials ("Essentials") while eliminating arts programs without dialogue in the community.

The Ugly: [Colorado Springs worst for teacher pay relative to housing cost.](#) (live link)

## Teacher Appreciation Week

Read Joe Schott's speech to the Board of Education [here](#). It calls upon the BOE to do more than talk.

## Virtual Events

### CSEA Equity Forum

CSEA will be hosting an Equity Forum on Thursday, May 6, 4:30-5:30 pm via [zoom](#). Topics include Interviewing to Ensure Equity, Classroom Audits, Implicit Biases and School Audits. Email [Carmen](#) for additional information.

### Teacher Reflective Practices

Thursday, June 10, 2021 – 9:00-10:30 am

Step back from the daily routines of teaching and move into a more conscious form of practice. Learn to examine particular events and lessons in order to create change. Free recertification credit provided upon completion. Additional information and registration form available [here](#).

## Announcements

### Reminder: Self-nomination for Association Representatives

If you are interested in volunteering as an Association Representative in your building for the 2021-2022, email us at [CSEA](#).

### CSEA Equity Council Book Recommendation

*Using Equity Audits to Create Equitable and Excellent Schools*

By Linda E. Skrla, Kathryn B. McKenzie, and James Joseph Scheurich (2009)

The authors introduce educators to a variety of equity audits, equity traps, and emphasize the importance of having an asset view of all students. The equity audits covered include programmatic (GT, SPED, ELL, and discipline), teacher equity (experience, certification, education, and mobility), and district level equity. This book is one of three in a series of books written by the authors. Overall, it is a great and simple read, which revolves around educational equity and audits for improvements.

## Articles of Note:

[Too Much Focus on 'Learning Loss' Will Be a Historic Mistake](#): Learning loss is real and needs to be addressed, but how we go about it should be commensurate with the size of the moment.

Opinion: [Why public school teachers need paid family and medical leave](#): *In post-pandemic planning, needs of teachers should not be left behind.* Although Colorado has a new law providing some leave (the Healthy Families Workplaces Act), it is not adequate.

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