



FOR TEACHERS. FOR STUDENTS. FOR EDUCATION.

Dear Educators,

Welcome to what we expect will be a successful and gratifying year of teaching and learning! On behalf of the members—the educators—of the Colorado Springs Education Association we extend greetings and thanks for your commitment to Public Education. You make the difference in children's lives, and that happens in our schools. That's where kids learn they belong and have value and where we lay the foundation of students' futures.

Public Education means something to America. The expectation of licensed professionals to deliver instruction and run our Public Schools shows that we as a state and nation take education seriously. In Public Education we do not waive responsibilities, exempt requirements, or sidestep accountability when it comes to our students. We dedicate ourselves to achieving success for our students—every student. No cherry picking, no privilege, no profit motive. It is the path to a Just society.

To achieve that Justice, we educators invest effort and time beyond minimum requirements. **D11 relies and depends on educators' dedication and discretionary effort to achieve its mission**, and thus educators have every reason to expect D11 to reciprocate *in actions* with support beyond minimum requirements. As D11 contemplates and pursues changes, we seek with one voice that they reinforce *with a definitive plan* confidence among staff that education is a cooperative effort, and that staff will not be left to fend for itself, so we can focus instead on the mission without concern or distraction.

CSEA has been advocating on these fronts for years. The success we have achieved resulted from members' willingness to stand together in Solidarity. It works when we are willing to act. Rights for SSPs and maintenance of the basic respect and fairness of Progressive Discipline demonstrate such successes this past year, as did the district-wide School Scorecard that kept eyes on D11-facility safety. Compensation for the addition of a class at the high schools came from advocacy based on rights in our collectively bargained Master Agreement.

We will make this a good year for students and Public Education. Teachers do that! Active involvement and advocacy in our profession guarantees we can continue being the teachers we aspire to be, and that we make each year a good year for students and Public schools.

Best regards,

Joe Schott

President, CSEA

Mission Statement: *CSEA endeavors to assure that teachers enjoy the benefits of professional working conditions, fair treatment, just compensation, and the support needed so that students and schools thrive.*