

Union Pulse

Colorado Springs Education Association
September 23, 2021

Substitute Coverage

We are hearing about the increasing challenges of substitute-needs in your schools. As a reminder (and an excellent staff meeting topic), every school should have a proactive “substitute plan” in place. If you do not, it seems imperative to create one collaboratively now. This limits the overuse of the claim of emergency need, allows the incorporation of all staff as subs, and facilitates your performing the job for which you were hired. Here are the outcomes from bargaining on this issue from last year:

ISSUE: SUBSTITUTE COVERAGE –

- **Placing definition of emergency in Appendix B.**
 - *Emergency: Emergency coverage is defined as an unplanned, unanticipated, and/or new incident that does not allow for the immediate fill of a teachers’ absence by a guest staff substitute. This can include but is not limited to: pandemic related reasons (quarantine, child care, positive result/pending results, negative result but pending resolution of other medical symptoms), physical/mental medical incident, family emergency.*
- **School based committee to develop a “substitute plan” to share with staff and EDs prior to student arrival.**
- **HR to head development and implementation of an incentive program for substitutes.**
- **HR to develop a substitute checklist for principals.**

Sign-up To Walk For School Board Candidates

This year, several members of the D-11 Board of Education are up for election. We need a BOE that is focused on students, teaching conditions and compensation, and the value of public education. **Please join us in supporting pro-public education candidates and sign up to walk on either October 9 or 16:** <https://www.signupgenius.com/go/60B0944A8AF2EA7FF2-district>



Thumbs Down- Shame on D11’s central administration for denying Doherty High School’s Utah Geology Field Study trip this fall, claiming a few days of student seat time with particular teachers could not be relinquished in exchange for providing a profound, hands-on learning experience through exposure to the real world outside of a classroom. Refusing an instructional program with over 30-years’ tradition—unless the teachers do the work and supervision *on their own time*—flies in the face of D11’s purported desire for an Outdoor Learning Pathway and shoots down actual, creative innovation in education. Bad decision.

Announcements

Balancing Staff

A facet of losing students has been an imbalance between student and staff numbers at some schools, sometimes referred to as over/understaffing. While by law the superintendent can address this by force-transferring teachers, we have developed instead a method for this year that begins with volunteers and includes (among other things) preference of destination, as well as the teacher's choice of returning to the original school or staying at the new school next year (after verifying availability of positions). It's not an INR position, and the teacher is not "displaced." Not an ideal situation to *start* with, but a significantly better result than all forced transfers. See the procedural flow chart [here](#).

Ballot Tracking Statewide For 2021 Coordinated Election

All Colorado voters are able to track the status of their ballots in the upcoming election. Voters can receive notifications about the status of their mail ballots from the time they are mailed to the voter until they have been returned to and received by the County Clerk and Recorder. You can sign up to track your ballot [here](#). In addition, you can register to vote or check your voter information to make sure everything is current [here](#).

Sick Leave Bank Enrollment Ends September 30

Every year there are people who need extended leave for health reasons and run into financial difficulty because they did not participate in the Sick Leave Bank. The deadline to enroll is September 30, 2021. We highly recommend that every teacher participate in the Sick Leave Bank and hope you will take advantage of this voluntary employee benefit that has been bargained and is a part of the Master Agreement. If you would like to check to see if you are a member of the Bank, you may use People Soft. If you have questions, contact D11 Human Resources at 520-2185.

University of Colorado Anschutz Medical Campus

You do so much to support your students and the community - how can we help support you?

www.coloradoeducatorsupport.com

**Teacher/Educator
Mental Health and
Support Services**

This past year was hard - social distancing, masks, remote learning. We don't know what this coming year will look like, but maybe we can help you through it.

**Group Sessions and Workshops
Individual Support Sessions
Online Self-Paced Program
Well-Being Support Line (303-724-2500 call/text)**

The Educator Support Program is a free service for all Colorado educators and school employees.
Professional Development and Graduate Credits Available

Visit www.coloradoeducatorsupport.com or call 303-724-2500 for more information

In collaboration with the University of Colorado Department of Psychiatry, Partners in Children's Mental Health, Colorado Education Association, Office of Behavioral Health and CDPHE Colorado Spirit.

Articles of Note

[Helping Science Teachers Tackle Misinformation and Controversial Topics](#)

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