

Union Pulse

Colorado Springs Education Association
April 8, 2022

Resignation vs. Termination

Every year, schools receive allocations for FTE for the coming year. Sometimes, for these reasons, **probationary** teachers are asked to consider resigning rather than being nonrenewed. While we often say not to resign, there are reasons to consider both options for probationary teachers. Resigning, for instance, would mean you possibly forfeit the right to unemployment coverage.

This year, it appears that this question has been asked of **non-probationary** teachers - resign or be terminated. It is really not a reasonable question. If you are non-probationary, *you should not resign* because to terminate you requires "due process." *If you resign, you forfeit your displacement rights under state law*, which provide you a guaranteed salary for the following year (yes, you still have to work, and the District can place you) as you seek a new position. Once you secure a mutual-consent position, you are no longer displaced and on you go. Make sure you are clear about your situation before you consider resigning.



Amazon Unionization- Against all odds and corporate pressure, Amazon workers in Staten Island, New York formed the company's first union, ALU (Amazon Labor Union), in a decisive vote on April 1. [Good news for workers' rights!](#)



Thumbs Up- The CSEA members who have volunteered to represent our membership this weekend at the statewide CEA Delegate Assembly. Thank you for your representation!!

Know Your Rights

Different rates of pay apply to different situations. "Per Diem" is your daily rate: divide your salary by 185 days and you have your pay per day. This rate applies to days *not on the contract calendar*, as opposed to an hour added to the day or performing some duty during plan time, which is the *lower* hourly rate (XV.A.5). Per diem (XIV.H.3) covers approved extra duty in the summer (after the end of one school year and before the next), or approved extra days during the year (e.g. weekends, spring break). Teachers are *not* otherwise paid for work days outside the 185. Make sure your pay rate is appropriate to the situation.

Upcoming Events & Announcements

Annual Meeting

The annual meeting of the Association will be held in conjunction with the April Association Representative (AR) Council meeting on Tuesday, April 12 at Tesla in rooms 116 & 129 at 4:45 pm. The annual meeting is open to all members of the Association.

AR Elections

Last Friday, we emailed out information about becoming a building Association Representative for 2022-2023. If you would like to continue in this role or become more involved, please complete this google [form](#).

Article of Note

[Take A Seat: The Right's Power Grab](#)- There's a dark strategy behind all of this nonsense.

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