

Union Pulse

Colorado Springs Education Association

April 14, 2022

Bargaining Update

Last Monday in Bargaining some issues began, some worked through middle stages, and a few saw conclusion:

- The BoE wanted to know whether we were open to considering the addition of 30 more minutes of paid time at the elementary level. We indicated that we would be happy to look at a proposal without any promises of agreement. **It is important to note** that the BoE did not want to identify a problem to solve (per IBB protocols), which would allow collaboration to try to arrive at a mutually agreeable solution. Instead, they simply insisted they wanted 30 minutes. It is now on them to develop what they would want it to look like and submit it to the teacher team for scrutiny. We will share any proposals with you, the membership, and survey your opinions on such a BoE plan.
- Work regarding Change of Assignments in Article VIII generated a presentation that will be followed soon by discussion of the joint issue. This involved a lot of technical language.
- Work on Emergency Coverage was completed and presented to the entire team. The proposal is to mirror in Article X the Article XIII language on developing student discipline plans at schools. This would require schools also to develop plans for addressing staffing shortages, a good idea from last year that turned out to be easily overlooked.
- The teams have also resolved most of the MoU (Memorandum of Understanding) language around CTSO stipends and Program Coordinators. MoUs have contract force but are generally temporary. This language will guide MA language changes.

*The next bargaining session, **18 April at 4:30 pm**, will enjoy FMCS Facilitation and you are all invited!*

As recent headlines show, **District 11 budgeted to eliminate 53 teaching positions**, while ESP numbers are still undetermined for the coming year. These cuts (and general FTE allocations) represent a decision by management to align building staff with *maximum* class sizes in a building. Class sizes are set by the Board of Education without adequate attention to learning research. The decision to cut based on an arbitrary formula that deliberately aims for the most students per staff member is *not* about student needs or student achievement, but about economic efficiency. In contrast, we see no discernible change in the management. Indeed, the superintendent's cabinet has increased while they have continually cut teachers over the past four years. When management's crocodile tears lament the "teacher shortage" and inability to fill jobs, it is of their own doing. They should look first at their own leadership and decision-making.



Upcoming Events & Announcements

2022-2023 Building ARs

Don't forget, if you are interested in working as a building Association Representative for 2022-2023, you need to complete the self-nomination [form](#). The deadline to sign up is April 28 and serving as an AR is a great way to be involved in your professional association.

Colorado Rockies Baseball Promotion for PPEA & CSEA Members

In honor of Educator Appreciation Week, members of CSEA and PPEA will receive a discounted admission to the Rockies vs. Royals game on Sunday, May 15 at 1:10 p.m. at Coors Field in Denver. Price includes a \$10 concession credit (transportation and parking not included). Payment must be received by 5:00 p.m. on May 9th using the link below.

\$20/ticket for members (and family members/guests)

\$25/ticket for non-members

[Purchase Tickets Here!](#)

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