

Union Pulse

Colorado Springs Education Association

May 19, 2022

Dear Members,

Literally (by which I mean literally) every teacher I've asked, or who has spoken to this point, has said that this year was their hardest year ever...and it's almost over.

Teachers work a full year in their work year, so like always you've earned every penny and deserve both recognition and repose. We've negotiated—and members have voted in favor of—significant increases in compensation for next year. When the Board of Ed also votes to accept the Tentative Agreement, along with that compensation we will enjoy valuable improvements to our working conditions.

That's all dandy, and yet teachers hope fervently that what they've put into students' re-acclimation to the school environment this year bears fruit and creates an effective start for next year. We've always understood that helping students grow up has run parallel to helping them grow academically. It just can't run the whole show!

There's no sugar coating the challenges, but this week D11 will have graduated well over a thousand students. In other words, **teachers at all levels worked together for years** to ensure opportunities for children and to build a foundation from which our students can build their own lives and share in building their communities and their world. That unmatched perseverance, that purpose, that success...My Friends, we have every right to be proud of the work we do as educators! That is the long game of Public Education, to which we've dedicated our professional lives. Please take with you into the summer the dignity of the life-shaping work you've done. [Enjoy!](#) (Sort of apocalyptic, isn't it?)

Joe Schott, Ph.D., President
Colorado Springs Education Association

TENTATIVE AGREEMENT RATIFIES!

Yesterday, our membership made clear that they support the tentative agreements negotiated over the past several months. While specifics are all listed on the member side of the website, there are a few notable things:

1. CSEA and D11 agreed to commit over \$14M to teacher compensation next year. This settlement amounts to 40% more than D20's much reported increase although we are now a smaller district with declining enrollment. This compensation includes recurring monies to increase all salaries by 3.65%, steps, lanes, loyalty service, insurance, and PERA contributions and a nonrecurring series of payments totaling 4% of your new salary. In sum, it is an increase of 10.55% for teachers.
2. Agreement to streamline the reassignment processes and limit displacement.
3. Agreement to increase every teacher's day by 9 minutes.

4. Increased student contact time, particularly in elementary. With this increased student contact time, elementary planning also increases to 80 minutes each day.

CSEA is also proud to support our ESP and their settlement. Their settlement is larger in terms of percentages (13.42%) and begins a much-needed drive toward a living wage for these essential positions. Lastly, a hat tip to the entire bargaining team, who spent hours preparing, participating in, and explaining the agreement.

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This correspondence is intended for members of CSEA, ESPA, CEA, and their families. It is not intended for public distribution.