

# Union Pulse

Colorado Springs Education Association  
May 4, 2022

## Teacher Appreciation Week- May 2-6, 2022 (presented to the Board of Education April 27<sup>th</sup>)

“Tired.” “Exhausted.” “Done.” We hear this so often about teachers, but while it is true in many—maybe most—cases, it obscures something equally important: Dedication, Strength, Resolution. Teachers know why they choose to teach, and it’s that purpose that keeps them going, keeps them focused. They believe in Public Education and its collective, societal goal—recognizing that students are not sheet metal getting shapes stamped out on them mechanically, and shouldering the public conception that teachers *alone* are *independently* responsible for every student outcome.

When I say “Public Education,” I mean something specific. It’s not tax money diverted to selective entities where boards are appointed, not elected by the community, and that don’t have to abide by rules and laws that fully public schools do. It’s certainly not private organizations siphoning off public funds in the form of vouchers. Public Schools require licensed teachers, for instance...

...They take ALL students, every single one, and meet them where they are. These are the students our D11 teachers nurture and foster. Our purpose—Public Education’s and teachers’ purpose—is creating the environment for all our country’s students to grow and become citizens empowered to shape their worlds. It is cultivating our students’ skills and ability to engage the world from a position of strength.

As the person the teachers of D11 have chosen to represent them as president of their Association, it is a source of pride for me that our staff has chosen this demanding and indispensable work—and chosen to persevere in this work together, regularly giving their discretionary effort on which Public Education depends for success.

So, when we hear about the “Great Resignation” of teachers who are forced from their chosen profession, it is good and heartening to recognize also the ones who are able to stay.

## Know Your Rights

### The Master Agreement

Many of your employment rights are described in the [Master Agreement](#). This collectively bargained agreement identifies boundaries for staff and management and is a document that was unanimously ratified by the Board last May. As you may remember, last year, they tried to eliminate progressive discipline and that was quickly exposed for its injustice. This year, the Board Of Education wants to reduce another basic tenet of justice - ***independent representation***. This is a different way to gradually erode your rights.

In many instances, the District loves and expects some of the work that CSEA members do in our community. For example, they appreciate and desire *your* tireless efforts to:

- working for Mill Levies and Bond Issues,
- increase per pupil funding
- adding professional and practicing voices on committees,

- organizing and staffing community events as the staff of D11
- supporting innovation and new curriculum,
- filing *amicus* court briefs to support the District,
- working collaboratively to address the legislature on matters of public education.

It appears that the Board wants to cherry pick which “union activity” is acceptable. In other words, they want to control what your elected leadership says and does. They assert non-discrimination with regard to membership in CSEA but actively expect you to foot the cost to represent those who do not or cannot pay dues. They want the benefit of our work, and they do not want to have any cost. This attitude is simply unacceptable.

## Upcoming Events & Announcements

### **Bargaining: Last Scheduled Session is Tomorrow**

The next bargaining session is tomorrow, May 5, from 8:00am – 5:00pm. Join us (for some if not all of that time) in Room 250, Tesla Educational Center/International Circle or streaming [online](#). Topics include time (any changes to the workday and student learning day) and representation; President’s salary.

### **Final First Friday**

This Friday, May 6 will be the last First Friday of the 2021-2022 school year! This time, we are meeting at Shuga’s, 702 S Cascade Ave, 80903 from 4:00-7:00pm. Hope to see you there!

### **Summer Copilot Course Catalog**

Summer is almost here and there’s no better time to get some professional development! We want to honor all the hard work our members have been putting in this school year by offering a **25% discount with code SUMMERFUN22** on courses through **05/09**. The Summer 2022 enrollment is now open so [check out all courses being offered on CEA COpilot in our course catalog](#).

### **Reminder: Professional Greif Survey**

The UCCS Department of Psychology is seeking individuals to participate in a survey research study to identify the greatest areas of need for professional grief support in the Colorado Springs community.

Participation in this study involves:

- Completing an online questionnaire that includes items on demographics, professional encounters related to bereavement (i.e., clients, students, patients), and perceived availability of bereavement support services in the community
- The questionnaire’s average completion time is 10 minutes
- Individuals who complete this survey will be entered into a drawing to win one of five \$10 Amazon gift cards

Participants must be at least 18 years old and be fluent in English.

### **LINK TO SURVEY:**

[https://surveyuccs.co1.qualtrics.com/jfe/form/SV\\_2sDxZLjyKyNHL5s](https://surveyuccs.co1.qualtrics.com/jfe/form/SV_2sDxZLjyKyNHL5s)

For more information about this study, please contact the Principal Investigator, Dr. Rachel Weiskittle, by email at [rweiskit@uccs.edu](mailto:rweiskit@uccs.edu).

**Article of Note**

[Management's attempts to undermine unions, divide and conquer membership: the Amazon version](#)

[www.cseateacher.org](http://www.cseateacher.org)  
[csea@coloradoea.org](mailto:csea@coloradoea.org)



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