

Union Pulse

Colorado Springs Education Association

May 12, 2022

Tentative Agreement

Your CSEA Bargaining Team and the BoE Bargaining Team arrived at a tentative agreement in negotiations last Thursday. That means a negotiated package including compensation offers and Master Agreement language on working conditions has been agreed upon to send to you and the Board for a vote. In a special meeting Tuesday, the CSEA Board of Directors examined this TA and in a unanimous vote *recommended* it to the membership.

Earlier communication informed you that informational meetings on Wednesday and Thursday (today 2:45 at the CSEA office) are open to members to learn details of the TA. A summary is also posted on the www.CSEAteacher.org member page. We have also added an updated PowerPoint presentation used at the ratification meetings to the member section of the website. It is updated to address questions we heard from members in the presentations. **Voting** is now open and closes next Wednesday, May 18, at 5 p.m. All votes will be anonymous, secure and confidential. The host website is a secured site. The system has security in place that will not allow any one individual to submit their vote more than one time. Use this link to vote:

<https://vectorconsulting.biz/csea/index.php>

Upcoming Events & Announcements

Superintendent Interviews

A schedule has been developed for the three superintendent candidates to visit D11 and interact with staff and the public. Dr. Tammy Clementi, Mr. Michael Gaal, and Mr. Peter Hilts (resumes [here](#)) are scheduled to visit schools and talk with staff on 23 May, then attend public interviews in the Tesla auditorium at 4, 6, and 8 pm May 24th. A live stream, possibly on Facebook, is also planned.

The qualities and qualifications of a superintendent are pivotal for a district. Some thoughts of the CSEA Board of Directors through a teacher's lens:

DEMONSTRATED engagement on the points below and a clear sense of what they believe and how it has been shown through action.

- 1) Understands teachers as professionals
 - a. Accepts, Appreciates, and Adopts practice in the district recognizing that teachers are the experts in their field.
 - b. Develops practices for authentic collaboration in decision making in all facets of the District: school, curriculum, materials, etc. Collaboration is not "input."
- 2) Distributive Leadership
 - a. Trust professionals to do their work; abandon micromanaging
 - b. Budget reflects the true needs of the district, not needs that are historically prioritized by the budget
- 3) Whole Child philosophy/less standardized testing
 - a. Emphasize people over programs
 - b. Better support and attention paid to safety and student discipline situations
- 4) Attraction of Students
 - a. Emphasis on inquiry-based learning over rote or standardized programs; use of skills vs. drill and kill
 - b. Valuing and supporting *all* subjects and disciplines

- c. Provide training, resources, time, a real plan, and coordination for staff to engage in attracting students (instead of simply telling staff they are responsible for it and walking away)
- 5) Partnership with teachers' chosen representation: CSEA
 - a. CSEA is accepted and consulted as a genuine partner in the district
 - b. The Master Agreement is understood as policy that provides reciprocal accountability

Member Benefits- California Casualty

California Casualty's Music & Arts Grant program is back and will award **\$250 grants** for music and arts programs. [Quick Entry Link!](#) Click the link and apply by July 2 for this very popular association member benefit!

California Casualty is the exclusive home and auto company for member benefits. If you request and receive a new auto rate comparison quote on Jolie's personal page, they will send you a **\$25 gift card**. Click Here for your <https://www.readyforquote.com/jolie/> quote. The quote request takes 1 minute and the quote will come in the next day or so and will take an additional 10 minutes.

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