

Union Pulse

Colorado Springs Education Association
September 1, 2022

A Labor Day Message to All CSEA members:

"History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them." - Dr. Martin Luther King, Jr.

Since the late 1800's, education workers organized to make a difference for our students, profession, and communities. We continue to advocate for public education, children, community, and professionalism, despite the growing attacks on public education throughout the nation.

Your work is particularly important and meaningful. You teach children the values of a free society, the importance of civic engagement, and the power of collaboration. You are charged with stimulating imagination and developing faith in our system. You are expected to be a good learner. Thus, on this Labor Day weekend, we want to thank you for your tireless efforts and important work to cultivate the next great generation. Relax and enjoy this well-deserved celebration.



Thumbs Up - And thank you to BBQ Pit Master, Kevin Coughlin and the numerous volunteers that helped to organize the annual CSEA-PPEA Back to School BBQ. We enjoyed spending time with everyone that came out on a beautiful Saturday afternoon!

Know Your Rights

Article 14.F.1. F. RECOGNITION OF PREVIOUS EXPERIENCE AND EDUCATION FOR NEWLY HIRED TEACHERS

1. A newly-hired teacher with no previous teaching experience will be placed on Step A1 of the Teachers' Salary Schedule in the appropriate column. A newly hired teacher with one (1) through fourteen (14) years of previous teaching experience as a licensed teacher may be placed on the appropriate step of the Schedule, on a one-step for one year basis. Teaching experience will be calculated based on full school years of full-time teaching experience, one (1) years' experience will be granted for every two (2) years of half-time teaching experience, completed within the previous fifteen (15) years.

We know that some initial offers of employment didn't adequately recognize prior experience, so please check your placement in PeopleSoft if you are new. "Teacher" is defined in the Agreement to be any person who is subject to the terms of the Agreement. This means that if you have experience in public education that required a state license, you probably should receive credit for advancement on the scale up to this 14 years.

Summer Pay Shenanigans: Since the beginning of the school year, we have been working with District 11 to ensure that staff are paid appropriately for training and work over the summer. The Master Agreement (Article XIV.H.3) makes clear a daily rate (*per diem*), not an hourly rate. As it stands right now, both parties agree that staff should be paid for summer work at a daily rate that matches the employee's daily rate from last year. Summer school compensation is covered currently by an MOU that mirrors XIV.H.3. Details to come.

Announcements & Upcoming Events

First Friday!!

Our First 1st Friday of the school year will be this Friday, September 2 at [Cogstone Brewing Company](#), 3858 Village 7 Rd, Colorado Springs, CO 80917 from **4:00 - 7:00**

CSEA Books & Balloons- Labor Day Lift Off

Reminder- CSEA members and District 11 educators will once again be supporting literacy and giving away free books **this** weekend. We still need a few volunteers to help work the booth. Please consider joining us, meet some wonderful people in the community and check off a requirement for your teacher evaluation (civic engagement). If you have questions or need more information please see the links below, or email: Kevin.Coughlin@d11.org

Sign Up to Volunteer:

<https://www.signupgenius.com/go/10C0E4DAEAF22AAFBC07-csea>

Event Information:

<https://coloradospringslabordayliftoff.com/>

Colorado Springs Area Labor Council Labor Day Festival

Consider attending or volunteer some time to help inform the community of what we do and show solidarity with our union brothers and sisters of the **Colorado Springs Area Labor Council** who is sponsoring this year's event. Volunteers can help run a snow cone machine at the [Labor Day event at Bancroft Park](#) in Old Colorado City on Monday, September 5 from 11:00 a.m. to 3:00 p.m.

Shifts are one or two hours and set up is at 10:00 a.m. Contact PPEA UniServ Director, Chris Idzik, if you are interested. Text or call: 719.352.4498 or email at:

cidzik@coloradoea.org

Special Service Providers & SPED Educator Opportunity

SSP & Special Educator Solidarity Roundtable hosted by the Colorado Educators ACCESS Caucus on Saturday, September 17, 2022 · 10am – 11:30am

Topic: *Balancing Workload & Finding Hope in the Midst of Staffing Shortages for Student Services*

[Join Zoom Meeting](#)

Meeting ID: 865 9692 5621

Passcode: flock!

Have You Ever Wanted to Fly?

Experimental Aircraft Association Chapter 72 is offering CSEA members a flight experience and all you can eat lunch for \$10 on the morning of September 24. If you are interested, complete this [link](#) so they can ensure to have enough pilots and planes for the member experience. We would gather at the CSEA parking lot on 9/24 around 8:30a.m. and carpool.

Additionally, EEA72 has a raffle for a **plane**. Tickets for the raffle are \$100 each and the prize is an AIRPLANE. For more information, check out their website at: <https://www.eaa72.org>.

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