

Union Pulse

Colorado Springs Education Association
September 8, 2022

Summer School and Summer Training

Over the past several weeks, CSEA has continued to tackle the issues associated with summer pay. In sum, days a teacher is required to work should be paid as a whole day, with the exception of summer school where half or full day increments were allowable. The two most discussed events were Summer Bridge and the Kagan Training. CSEA's advocacy has resolved both of these issues and provides a clear pathway to address issues beyond these two situations. Here is a sketch of the details:

- Summer Bridge Program – Click [here](#) for the memorandum specifically addressing pay in summer school. This MOU enhances pay beyond the normal expectations of the Master Agreement and is funded through federal dollars we helped secure. There was inconsistency in how pay was reported between schools. If you worked the Summer Bridge Program and were asked to submit hours rather than half or whole days, please contact [Darlan Founds](#) and ensure you received appropriate pay.
- Kagan Training – Every participant will receive whole day pay for attendance each day. This reinforces the clear language in Article 14 that states that per diem pay is required for outside of contract, summer work.

If you have other issues, do not hesitate to reach out to CSEA or payroll.



Thumbs Up – Two CEA fellows, Ernest Garibay and Emma Simpleman helped CSEA earlier week by visiting buildings and talking with members. These two teachers are on leaves of absence from their districts and are visiting members throughout the state. These two did a great job. Also a big shout out to the members at Carver and Scott, the two buildings they visited.

Member Interest Inventory

As you already may have heard from your AR, there are a number of ways for educators to get involved in leadership in CSEA and D11. Linked here is an interest inventory to learn where you might like to engage aspects of your professional life outside of instruction. It will allow us to reach out to you on topics you care about and in which you want to make a difference. This kind of engagement pertains to professional practices in your evaluation and can involve earning credit for movement on the salary schedule. You can fill it out here: [INTERESTS](#)

Announcements & Upcoming Events

Reminder: Sick Leave Bank Open Enrollment Ends September 30!

The **Sick Leave Bank** is a voluntary paid leave benefit and is designed to provide assistance to an employee that has exhausted all sick leave time and needs more paid leave to carry them through a critical illness/injury for the employee or their immediate family. Sick Leave Bank enrollment must be completed in PeopleSoft Self Service by September 30, 2022. Please review the Sick Leave Bank Instructions: FAQ's available [here](#) for any questions.

Open CSEA Board Positions

Interested in becoming a member of the CSEA Board of Directors? BOD meetings are twice a month at the CSEA office and attendance at AR meetings once a month. Duties vary depending on the position. Please email [Joe Schott](mailto:Joe.Schott@CSEA.org), CSEA President if you are interested or would like additional information. The following positions are available.

Coronado Region Director
Doherty Region Director
Mitchel Region Director
Itinerant Director

CSEA Cycling Event

CSEA's Cycling Club is riding the **Sinton Trail** on **Saturday, September 17th**. Meet at **9:00** at the CSEA building at 2520 N. Tejon. We will plan to take off at 9:15am and may split into two groups to accommodate beginners/families and more advanced riders.

Changes due to weather will be posted to the CSEA Cycling Facebook subgroup by 8:00 am Saturday, the 17th, if needed.

Ghost Stories of Old Manitou Walking Tours

These eerie yet fun ghost tours will walk you through long lost stories of real residents in Manitou Springs' history. This year, the ghostly spirits come back to visit for four weekends in October. For more information, click [here](#) or scan the QR code.

Know Your Rights

The D11 Calendar is developed by a committee whose members represent all the work groups. It is then, per Article VI.C.8, brought before Joint Council, which vets the proposal and forwards it to the Board of Education. Legal requirements, mandatory work days from the Master Agreement, and needs of departments for PD all shape the outcome. This year we are hearing

a desire from administration for more PD opportunities, as well as a renewed interest in flexible schedules—especially at high school—to meet intervention, collaboration, laboratory, and PLC needs. Discussion also includes examination of after-school PLC at elementary that leads to a 3-day-shorter calendar for that level.

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