

Union Pulse

Colorado Springs Education Association
October 06, 2022

Members Need to Know!

Retirement Timelines have changed! As Nancy Parker, Director of Compensation, sent out to all teachers on September 22nd, if you wish to qualify for the Retirement Incentive Program (“Top 40” in Article XVII), you must submit your *non-binding letter of intent* to retire no later than 4:30 pm October 18th. This is how you apply for a “transition” year, too. A physical copy of the application needs to be in Payroll’s hands by the deadline. You can rescind your application without penalty as late as January 20th. Timeline document is [here](#).

Per Diem Pay: Summer Bridge, Kagan, etc.: As noted in the September 15th Union Pulse, CSEA’s advocacy resolve irregularities in pay for work on non-contract days. However much you work on a non-contract day, you are paid for a full day per Article XIV.H.3. We posted the document [here](#).

Rectifying Accrued Hours: The change to an 8-hour day required adjustment of leave accrued by returning employees. This has been done simply by multiplying accrued hours by 1.143 to turn 7 into 8 (this year’s leave hours are already in chunks of 8). The agreement was signed on September 14th and can be seen [here](#).

Remembrance

Tony Sternola, former UniServ Director of CSTA during the strike of 1975, recently passed away at the age of 83. Mr. Sternola is an important part of CSEA’s history, and his work shows up throughout Colorado. In addition to protecting teacher rights and working conditions in Colorado Springs, he also helped Jefferson County gain its first collectively bargained agreement in the late 1960’s. As former CSEA President Kathy Glassman noted, “When he walked in for a meeting, everyone stood. He was sooooo good. Tony was something else.” Rest in Power!



Mitchell’s staffing challenges are receiving a lot of press. We want members accurately informed about how CSEA engaged the discussion early and creatively. This is the voluminous list we brought to our meeting with the superintendent and district admin on August 24th ([here](#)). Many of these innovative ideas now have found their way into Board of Education meetings. In fact, a number of them are ideas we have been bringing forward for years with the idea they should be available in all our schools. We believe we should be seeking multiple layers of effect with both short- and long-term benefits, but without cannibalizing or pitting us against ourselves.

Ways to Get Involved in Our Profession and Association - Save the Date!

October 15 – 9 am, North MS Cafeteria

Over the past several months, CSEA members of all affiliations vetted local initiatives and candidates for the state legislature in our recommendation process. In this process, the team is unified in supporting the Healthy School Meals for All (Prop. FF) issue so that no student in Colorado goes hungry because they cannot afford it. The group also recommends several candidates – Tony Exum, Stephanie Vigil, Marc Snyder, and Regina English – because of their

positions on public education. **We are asking every member to spend a few hours with us on October 15 to help win these campaigns.** We will be walking, texting, and calling.

October 17 - CEA President Amie Baca-Oehlert Will Meet Members in Colorado Springs

October 17th CEA President Baca-Oehlert will visit Colorado Springs to hear directly from members: 4:00-5:30 at the Hall of labor partner IBEW (International Brotherhood of Electrical Workers) 2150 Naegele Rd. (80904). Light food and drink provided. Save the date! Bring your questions!

Boo at the Zoo

CSEA will be handing out candy and stickers at Cheyenne Mountain Zoo's annual

Boo at the Zoo! We need volunteers to help run the booth, pass out treats and talk to the community as they pass by. Shifts are for two hours on either October 22 and/or October 29. Click [here](#) to view times and [sign up](#).

Announcements & Upcoming Events

Voter Registration

Have you moved? New to Colorado? Don't forget to update your Voter Registration! **October 31** is the last day citizens may register to vote or update their voter record at www.GoVoteColorado.gov and **have a ballot mailed to them.**

First Friday

We are hosting a First Friday Happy Hour at the Triple Nickle Tavern, 103 S Wahsatch Ave, this Friday, October 7th from 4:00 – 6:00. We'll buy the appetizers- hope to see you there!!

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.



Articles of Note

"Art does not solve problems, but makes us aware of their existence," sculptor Magdalena Abakanowicz has said. Arts education, on the other hand, does solve problems. Years of research show that it's closely linked to almost everything that we as a nation say we want for our children and demand from our schools: academic achievement, social and emotional development, civic engagement, and equitable opportunity.

Events and activities all month long celebrate art month! [October is Arts Month in the Pikes Peak Region](#)

Arts in education is a sure way to keep kids engaged and learning. [Music Training Can be Literacy Superpower!](#)

Free admission to the Colorado Springs Fine Arts Center **All Year Long** for Educators and Students with a D-11 ID. Check out the current museum exhibits [here](#).

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