

## Union Pulse

Colorado Springs Education Association  
November 10, 2022

### **American Education Week: November 13 – 19, 2022** *(delivered at BoE meeting Wednesday)*

Next week America celebrates a century-long tradition of appreciation for Public Education, begun by the NEA, the National Education Association, and D11 will join in the recognition of our educators and their tireless dedication to students. What began as promotion of how education was the way for improving the fortunes for veterans and society after WWI is now a celebration of how all of our Public Education professionals—certified, ESP, principals and assistant principals—commit themselves to supporting our children’s development academically – but of course the mission is larger and more noble than just that.

Public Education cultivates our citizens, empowers them to shape a better world, and ideally it inspires them to respect and value the strength of a society predicated on decency, truth, and justice.

The Colorado Springs Education Association is proud to represent the professional rights and livelihood of the teachers, special service providers, and other certified staff of District 11.

When you have an occupation in which those licensed professionals earn only 71 cents on the private industry dollar, you witness what actual commitment to students looks like. Our teachers dedicate a career of diligent self-improvement to enabling learners to make their aspirations and plans real. Our community counts on those of us invested in Public Education to bring those hopes to life.

<https://www.nea.org/advocating-for-change/action-center/take-action/pledge-your-support-safe-just-and-equitable-schools-all-students>

### **Carry-Over Leave Update**

As a follow up to previous updates, the District had to adjust accrued sick leave for all returning teachers with a balance on August 1. That adjustment occurred on November 9, when accrued leaves were multiplied by 1.143. We recommend you look at PeopleSoft to ensure that you leave adjusted. If you believe it to be inaccurate, please reach out to us to discuss the details.



**Thumbs up-** to you! We appreciate ALL educators who continue to work hard day in and day out; for the teachers and support staff who continue to go above and beyond for our kids... you understand the value of public education for students and schools, and we applaud you!

### **Announcements & Upcoming Events**

#### **November 16 - Let's Do Fondue!**

Its Back!! The Melting Pot Educator Appreciation Night will be Wednesday, November 16 at 30-A East Pikes Peak Ave. Show your District 11 ID and everyone in your party will receive:

- A choice of cheese fondue with all the fantastic accompanying yummys for dipping
- Choice of salad
- Main course with the Tres Amigos entrée: shrimp, chicken, sirloin
- Choice of amazing, mouthwatering chocolate fondue with a variety of dipping items

\$45.00 per person (plus tax and gratuity); Reservations are required, call 719-385-0300 to book your spot.

### **Nov. 18th - Jan. 1st, 2023 - Magic of Lights**

Magic of Lights is a unique and dazzling drive-through holiday lights experience with more than a mile of spectacular light displays that bring to life your favorite holiday scenes. Pile everyone into the car and pay one price for the entire family. D11 educators are eligible for a discount by using code BRIGHT online at <https://magicoflights.com/events/coloradosprings/>. For more information, click [here](#).

### **Course Materials Review**

District 11 is in the process reviewing instructional materials and secondary courses to be submitted for the approval of the Board of Education. Everyone is welcome to review the proposed instructional materials and new courses online [here](#) or at the Admin Building located at 1115 N. El Paso Street, between Monday, November 7 and Friday, November 11, from 8:00 am to 4:00 pm. Please take a moment to review and learn about the proposals

### **Know your Rights - Representation**

Article 3.E.2.e., contains a very important idea – that of representation. ***You have the right to a representative at any meeting as long as you request it.*** If management is contemplating discipline, you can delay the meeting until you have representation secured. Asserting this right is important, as management may want to “move things along” or “get to the bottom” of a situation so they exert soft pressure on you to answer questions without a representative. Our advice is to slow down, not answer questions until a representative is available, and protect yourself from false allegations.

### **Article of Note**

#### **Outing the Lie.... Furrries and Litterboxes**

<https://www.msn.com/en-us/news/us/schools-all-over-are-being-forced-to-deal-with-parents-angry-about-furrries-and-litter-boxes/ar-AA13KaB9>>

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