

Union Pulse

Colorado Springs Education Association
December 2, 2022

Mid-year Reviews

For many educators, mid-year reviews have already started. Below we highlight a couple things to keep in mind for your mid-year, but there is also a link to a letter from CEA President Amie Baca-Oehlert that goes into some detail, as well as a document offering tools to help you navigate a productive conference with your evaluator.

- Be collaborative in the discussion. State Law tells us that the purpose of evaluation is *to improve instruction*, which is a great goal. Make sure you ask for what you need.
- In reviewing your semester, you and your evaluator should be clear on progress made, anything impeding progress, and what more needs to be in evidence to achieve a satisfactory evaluation.
- Be explicit and concrete in that discussion: Don't hesitate to seek specifics on what will demonstrate effectiveness and coaching on ways to assure that.
- Even if it's not done yet, discussion of the MSL/O is required discussion at the mid-year. Discuss it, if you would benefit from a review.

[Here](#) is Amie's letter. "Advocating for your Professional Practice" is available through this [link](#).



Thumbs up- Teachers, whose classrooms provide a haven for learning where understanding breaks through unfounded fear.



CEA is currently contacting CSEA members over the phone to examine issues specific to our local. If you have received a call, thank you for taking the time to talk. If you have not received a call, the outreach will continue through next week. The conversation lasts about 15 minutes and the information is very helpful to us.



Stipends – Although we are currently hearing much about some flaws in the stipend processing first semester, we believe any known unpaid stipends will be fulfilled prior to the holiday break. On a different note, because of last year's negotiations, there are additional stipends potentially available to schools where there are dedicated programs like AVID, CTE, and new Pathway initiatives. If you are unaware of these new stipends, please approach your principal for details as we created in Joint Council and subsequently sent the criteria to them.

Announcements & Upcoming Events

First Friday

Join us today, Friday, December 2 from 4:00 to 7:00 for CSEA's First Friday event at the Principal's Office located in the Ivywild School, 1604 South Cascade Ave, Colorado Springs, CO 80905. We'll treat to appetizers. Hope to see you there.

IBB EXCHANGE OF ISSUES - Next Thursday, December 8th, at 4:00, CSEA and the Board of Education will exchange issues for this year's negotiation of the Master Agreement. By law, financial issues are negotiated each year, while the selected issues identify what the concerns and interests are regarding teachers' working conditions and the relationship of teachers and the Board of Education. The exchange normally very brief and is **open to the public**, so you are encouraged to attend.

FAMLI – On the member side of our website www.cseateacher.org, a memo from CEA has been posted concerning the new leave law, FAMLI. The D11 Board of Education majority voted to opt out of the program and out of providing payroll deduction for staff who wished to participate but see the highlighted memo if you are interested in pursuing remaining options.

Election for CSEA Delegates to 2023 Delegate Assembly - We will host an election for CSEA delegates to attend our state assembly, known as the CEA Delegate Assembly, in January. Be on the lookout for additional details after Winter Break.

Know your Rights

Carryover Sick leave should be adjusted to reflect an 8-hour day in PeopleSoft after we resolved the issues surrounding the District's initial failure to acknowledge that a day is in the contract. As we hope you know, you are granted leave 11 days of leave each year and it may be used in half day increments, not hours so the switch to the 8 hour workday required this adjustment to any accrued sick leave. It also should extend to any rollover leave.

Article of Note

Teachers fight for students and schools in their community: ["Teachers protest order to reorganize Adams 14 district"](#)

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