

Union Pulse

Colorado Springs Education Association
January 20, 2023

Follow Up: Placement on the Salary Schedule Grievance

Last week's topic concerning placement on the salary schedule generated many questions and queries. We want to follow up:

1. We have requested advisory arbitration, consistent with the Master Agreement. While our legal team and the District's legal team work through the process of selecting an arbitrator and determining a hearing date, we will continue to follow the process. Please know that while the process is time consuming, slow, and exhausting, our commitment is to use all tools at our disposal to ensure justice for the membership continues.
2. If you believe you have been placed incorrectly on the salary schedule based on prior experience, don't be afraid to [let us know](#). The more people willing to stand up for this, the more powerful the incentive for the District management and Board of Education to solve the problem with actions rather than words.
3. When some elected board members proclaim that you don't need a union to get paid, this situation illustrates the opposite. Your union and the tools in the Master Agreement give voice, process, and rules that hold management accountable.



Thumbs Up: In his State of the State address Tuesday, Governor Polis expanded his commitment to education funding this year:

- He increased his proposed per pupil spending by \$925, which is \$64 more than he brought in his budget last November 2022. Even with declining enrollment, this is a boost for D11.
- He seeks to eliminate the BS Factor (a tool for taking money from education to fund other things) by the end of his second term in 2026. Colorado's education funding is behind by billions of dollars from the BS Factor, and D11 is behind by hundreds of millions.
- This is the CEA response: <https://coloradoea.org/news-updates/poliseliminatebsfactor/>



Let's Make Up Even More Stuff!

Apparently Board of Education director Al Loma is going around telling people that the reason ESP are not paid more is because of...wait for it...CSEA. OK, you saw that coming. In other news, Mr. Loma was seen with a geographer arguing that the Earth is flat.

Announcements & Upcoming Events
Self-Nomination for Delegates to CEA DA

Please consider nominating yourself to be a CSEA delegate at the 2023 CEA Delegate Assembly! Self-nominations and campaign statements will be accepted electronically using this [form](#). No other method of nomination may be used. Write-in votes will not be allowed. The electronic form is also available at this web address: <https://forms.gle/bW3utvdfaH4eTrpf8> Campaigning may take place now and nominations are due by January 20 at 5:00 p.m.

The assembly will begin at 6 p.m. Friday, April 21, and adjourn when all business has been completed on Saturday, April 22, in person at the Westin Westminster Hotel. Participants will be required to observe COVID safety protocols established by the CEA for conferences and assemblies.

CEA policy is established at this assembly of members from across the state that convenes each spring. At CEA Delegate Assembly, representatives make decisions regarding school reform issues, legislative agendas, philosophical resolutions, and member rights advocacy. All members are encouraged to consider running to serve as a delegate.

Bargaining Season

The Interest Based Bargaining (IBB) schedule for this spring is now posted on the member section as well as in the calendar on the CSEA website. Bargaining sessions are open to the public so plan to attend as your schedule allows. The issues exchanged between the district and CSEA are available [here](#).

Member Benefits

California Casualty has a new quote portal available for CSEA members to use in requesting an insurance quote. Check it out by clicking the image below.



Article of Note

Colorado graduation rates went up, but so did the number of dropouts. Look up your school or districts rates here: <https://www.kunc.org/education/2023-01-12/colorado-graduation-rates-went-up-so-did-the-number-of-dropouts>

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