

Union Pulse

Colorado Springs Education Association
February 16, 2023

A New Face

CSEA has a bit of help coming our way. Please let us introduce Katy Martin. As a Director of Capacity Building and Organizing with CEA, Katy is assigned to many locals (55) including CSEA, with CSEA currently being a high priority. Her role is to help us build collective power and focus our efforts, especially with the numerous challenges we are seeing in public education. Previously an elementary teacher in Denver and the Director of Organizing with the Aurora Education Association, Katy brings public education experience. She brings passion and expertise to our work, so when you see her in your building or receive an email asking to chat, please welcome her into your classroom. Here is a [link](#) to her bio.



Thumbs Up – Members at Palmer and Doherty who are asserting their right to collaborate on substantive schedule changes at their schools. They insist on the voice and professional perspective of teachers at their sites being part of planning and decision-making *from the start* when it comes to such critical issues of the learning and instructional environment.

TALES OF THE ABSURD - “No Good Deed Goes Unpunished”

A CSEA member relayed a story to us that is true yet unbelievable. Imagine having jumped through all the hoops for an approved, paid leave. The member goes on leave with the confidence that all is well. When the management does not find someone to cover the member’s job during this approved leave, the teacher on leave works to ensure the needs of students and District are met by returning to work earlier than expected. Both the member and management know that there will continue to be a need for leave to address the situation and that it will require flexibility. Teacher confirms the plan after checking in with all relevant parties. Upon return, downtown management convenes a committee to reevaluate the already approved leave request based on the new situation they’ve created and authorized and retroactively deems it to be no longer approved despite what they had written down. The result – a reduction of the member’s pay because the member has now gone into a Leave Without Pay situation. Yes, this is how *THE* district management manipulates staff; it is acceptable to punish a staff member’s pay when helping the district and students! Such an attitude should be embarrassing. If you have a tale of the absurd—we know they’re out there-- feel free to reach out [here](#), and we will get in touch with you. Finally, if there is any question in your mind, we are working with this member.

Ways to Get Involved in Our Profession and Association

Town Hall Meeting

The next D-11 Town Hall Meeting will be Thursday, February 16 at Palmer High School, Eagle Wing, 301 N. Nevada Ave at 6:00pm. These meetings typically last about an hour. Please consider attending to speak up for your students and your profession.

Announcements & Upcoming Events

Colorado Springs St. Patrick's Day Parade

CSEA will be participating in the annual St. Patrick's Parade, downtown Colorado Springs on Saturday, March 11 at noon. Bring your kids! Bring your team or whole school! Would you like to join us? If so, email [Anton](#) to sign up and get additional information.

Know Your Rights

PLC Outside the Work Day?

PLC is in the MA, as many know (X.A.3.d), where we see that its leadership is *shared* between teachers and admin (as in administration does *not* direct it) and its outcomes are “the ongoing demonstration of professional learning.” That means your learning is demonstrated through your observable instruction and work. **WHEN** are PLCs, though? In Elementaries PLC migrated to the District Calendar some years ago, so that a trade-off of after-school PLC work matches three days' work time (22.5 hours + 1.5 hours of lunch = 24 hours). Elementary gets out three days earlier than secondary as comp time. Secondary does *not* get comp time and thus those teachers are *not* to be expected to attend PLC outside of their work day! It should be built into the schedule separately or into team planning. It is that simple.

Article of Note

Parents worry that their kids might struggle with anxiety and depression, report says. <https://www.npr.org/2023/02/03/1154091929/parents-worry-their-kids-might-struggle-with-anxiety-and-depression-report-says>

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