

Union Pulse

Colorado Springs Education Association
March 9, 2023

Bargaining Update

Monday, March 6th, your CSEA Bargaining Team worked with the Board Team on Retirement Timelines, inquired into what concerns there were around Hot Zone Days, and outlined the story and interests around Intentional Professional Development, before moving on to options for addressing those interests. Differentiation, timeliness, functional and useful approaches to time invested, and cohesive and well-developed plans for PD integrated into district, school, and individual programs are all aspects of PD that bears improvement.

Next Monday, March 13th, is another session scheduled from 1 pm – 8 pm in room 250 at Tesla Professional Development. Meetings are open to the public; you can come and go as your schedule permits. We also link the sessions on the CSEA Facebook page. The issues and the schedule of all meetings remains on the www.cseateacher.org website's member page.



Thumbs Up to Anton Schulzki who celebrated Read Across America 2023 by reading to elementary students at Midland Elementary school.



**Pretend “collaboration” Marginalizes Voices at Palmer and Doherty—
aka *What’s Going On***

“I don’t want anybody to think collaboration about a future bell schedule happened.”

A couple weeks ago we gave **Thumbs Up** to teachers at Doherty and Palmer who insisted on the required collaboration on schedule changes. This is relevant to teachers at *all* levels who recognize that their expertise on students' learning needs and the actual working of programs must be part of district solutions. In response, admin threw together a couple community gatherings (What?! Include students and parents, too?) after the fact, but as we see from one attendee's quote above, it was propaganda, not interaction people received. Some feedback sent to us:

- Admin decided ahead of time what discussion norms would be: No criticism allowed.
- Questions to be answered promoted admin agenda: Bright-siding built in.
- Students noted that these questions were not designed to provide actionable data.
- None of them [the questions] allowed for opinion or input on the new bell schedule.
- All at my table were frustrated with the format and lack of discussion about the change (and all of the students at my table had issues with the block).
- How is this collaborative? How will our opinions (given despite the format) be used in the future?

Collaboration purposely works through issues and concerns to improve outcomes and investment in them (see *Know Your Rights*). The community, students, and staff didn't take this lightly, but did not feel heard. Just some of the issues they brought forward:

- Where is the data to support that this change is what is best for OUR students?
- Has anyone asked the STUDENTS what they want?
- Since we [are] now going to be teaching 6 classes instead of 5, what are the guarantees that our class sizes WILL be smaller [as admin asserts] and that we will meet the contracted planning times?
- We are losing 32 minutes of teaching time to this schedule. How is that helping our students?
- WE were seriously controlled and condescended to tonight and we gave up our time to be there. They obviously have made up their mind and are just going through the motions to make it look like collaboration. What an insult to our teachers, students, and parents. I swear that I don't even recognize this district anymore.

As you can see, parents, students, and staff want to be part of a productive discussion, but that's hard when decisions are made without them and their pertinent contributions.

Know your Rights!

Collaboration is a real process, defined in the Master Agreement. As noted in the block schedule dialogue above, substantive changes in scheduling must be collaboratively developed. What does that mean in action? Article 2.D. sets forth the conditions for collaboration and what it entails by all parties. It is intentional and reflective, brings community together, encourages buy-in, and results in effective solutions with limited implementation challenges. It identifies and defines the issue(s) and the parties affected by the issue that are responsible for the outcomes have decision making authority. In other words, it requires that we work together, often to benefit our students.

Announcements & Upcoming Events

This Weekend! - Colorado Springs St. Patrick's Day Parade

Those who are joining CSEA for the St. Patrick's Day Parade this Saturday, March 11, 2023, can park in the Palmer High School Parking lots located on Weber and Boulder. Bring your family and encourage students and families to join us! The more the merrier especially if you are wearing **Green** (or of course **Red for Ed!** or school shirts)!

We are entry **#79** and will gather on Willamette Street – in between Cascade and Tejon...aka, the west side of the intersection.

The staging area **WILL NOT OPEN UNTIL 11 AM!** Entries staged on the side streets (Willamette for CSEA should enter from Cascade or Nevada so that you are facing Tejon Street. There is no parking in the staging area except for the Entry Vehicle. **All other participants must park elsewhere (see note about parking above)! Since our number is #79, you don't have to arrive at the staging site until 11:30.**

Please Note: Tejon and Cache la Poudre Streets are being used for a foot race from 10:00 to 11:00 and will be closed to everyone. Please do not try to enter these streets before 11:00. Police will not let you in!

The Parade starts at Noon at Tejon & St. Vrain Streets, runs south on Tejon, and ends at Vermijo where you will disband.

A reminder of the following:

1. **No Alcohol allowed.** This is a fun, family event!!
2. **No Throwing of Candy** or other items from parade entries.

We hope to see you there!

Reminder: Nominations for BOD and RA

Please consider nominating yourself to serve on the CSEA Board of Directors and/or as a delegate to this year's NEA Representative Assembly.

Current board positions open for election are Treasurer, Primary Grade Director, Middle Grade Director, Senior Grade Director, Coronado Region Director, Doherty Region Director, Mitchell Region Director and Itinerant Director. All positions are for a two-year term starting July 2023.

For NEA Representative Assembly, CSEA is allotted seven (7) delegates. According to the CSEA Bylaws, the President is automatically a delegate. Six (6) additional representatives will be elected. Five (5) of the six (6) additional representatives will receive a funding stipend for the assembly. The individual with the least number of votes would be responsible for covering their own travel and expense, should they choose to attend in person. Virtual participation likely be available again this year. In order to receive funding to attend RA, representatives must have served on at least one CSEA committee or as an Association Representative this year (see nomination form for details). If you have questions, please contact Joe Schott at jschott@coloradoea.org. Representative Assembly will be held in Orlando, FL – July 2-6, 2023.

Nomination forms are available here:

[CSEA Representatives to the NEA Representative Assembly Nomination Form](#)

[CSEA Board of Directors Nomination Form](#)

Nominations close on **Friday, March 10, 2023**, and elections will be conducted **March 16-22, 2023**.

Bargaining March 13: Public Meeting

Next Monday, your CSEA Bargaining Team will be in session with the BoE Team. The Federal Mediation and Conciliation Services will facilitate the discussion. The session runs from 1:00-8:00 at the Tesla Professional Development Building (second floor) and is open to everyone. You can come for any portion of the session. It will also be live-streamed on the CSEA Facebook page as well as a link to the live-stream on the main page of the CSEA website. There likely will be times when the teams are in caucus, so don't let that shock you!

The issues exchanged in December remain posted on the member page of www.cseateacher.org and all bargaining dates are in the [calendar](#) on the website.

CSEA Karaoke Night

Mark your calendar - Tuesday, March 28 (During Spring Break!!) 7:00pm at the Carefree Bar & Grill; 3535 N. Carefree Circle, Colorado Springs, 80917- Bring a new member and we'll buy you a drink. Full details coming soon!

www.cseateacher.org
csea@coloradoea.org



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