

Union Pulse

Colorado Springs Education Association
March 23, 2023

Spring Break



Dear Members,

What better weather to greet a spring break in Colorado than snow? [Spring](#) can serve as a ready metaphor for our year—ever changing, ever new, transitory and transitional, and not without tumult in the middle of it all. Nevertheless, the great unwinding is upon us and we have the opportunity to recharge and refocus for a while. Monday's Equinox took us over the seasonal edge into days of light. Soon we will have May Day's growth and renewal. We wish you a safe and revitalizing break!

Exit Interview

CSEA has urged HR to perform actual exit interviews with professionals leaving teaching for a long time with no change by the District. So, we are taking it directly to **all members of the bargaining unit** (i.e. members and nonmembers), in order for us to get a better picture of what's happening with educators. Feel free to do this as a conversation with your AR, if you prefer—we just didn't want to miss anybody! Either way, we ask you please to share your thoughts and elaborate on your answers. While this is not anonymous on our end, we have no plan to use personal information--*it's just to verify we don't have jokers hijacking the survey*—and we will **not** release any names or identifying details without a court order. Again, if you would prefer just to chat through these questions, your AR or someone in the organization will be happy to set a meeting. [Click here](#) to access the exit interview survey. Thank you for sharing your experience.



Thumbs up to those who ran for CSEA Board and NEA Representative Assembly and for the members who voted! Newly elected to spots on the CSEA Board of Directors:

Treasurer: Carmen Moyer (Keller)
Coronado Region Director: Amanda Hawkins (Mann)
Doherty Region Director: Katie Regan (Doherty)
Itinerant Director: Naomi Lopez (Midland and Holmes)
Primary Grade Director: Elissa Brost (Twain)
Middle Grade Director: Cari McKamey (Jenkins)
Senior Grade Director: Ali Eustice (Palmer)

Elected as representatives to the NEA Representative Assembly:

Kevin Coughlin (Twain)
Amanda Hawkins (Mann)
Cari McKamey (Jenkins)
Carmen Moyer (Keller)
Adrienne Propsom (Coronado)
Joe Schott (automatic spot as president)
Kevin Vick (CEA)



Almost all year, more than 80 teacher vacancies have been posted each day in District 11. It means more work for those who have signed on and shows the reality of the so-called teacher shortage. It also is covered by loyal teachers who are rewarded with less planning, more warehousing of students for lack of subs, greater exhaustion, and greater stress on all systems. But this fact is especially difficult this time of year. We see effective educators non-renewed because they are “not a good fit.” It is a disservice to students, parents, and teachers that management makes these capricious decisions about staff even when the management’s own evaluation suggests they be retained based upon performance. We know that the two are not legally tied together, but they are clearly important in times of no qualified educators to apply for vacancies. The management seems to want to enhance this shortage through nonrenewal and often resort to magical thinking that someone better is available. This attitude of forcing additional vacancies and then expecting that “when no one replaces this teacher, the other teachers will pick up the slack” points to a fundamental disconnect where they believe they have no responsibility in the community they create.

Ways to Get Involved in Our Profession and Association

“Stop-Doing List” Creation

As we all know, teachers have more assigned tasks than we can complete in our workday, week, or year. CSEA is creating a list of required tasks that have little to no benefit to educating our students to submit to the district for elimination. Please submit your ideas to your AR by Thursday, April 6, so your ARs can submit a list by Friday, April 7. Thank you!

Announcements & Upcoming Events

Monday, April 3, 2023 – Bargaining

The next scheduled bargaining session is set for April 3 from 1:00-8:00 pm at Tesla Professional Development Building (second floor) and is open to everyone. Your CSEA Bargaining Team will be in session with the BoE Team. The Federal Mediation and Conciliation

Services will facilitate the discussion. 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.

Sunday, April 30, 2023 - Colorado Rockies Baseball Member Game Day

Rockies vs. Diamondbacks at Coors Field in Denver

Game on Sunday, April 30 at 1:10 p.m.

\$20/ticket for members (and family members/guests)

*Price includes a \$10 concession credit (transportation and parking **not** included).*

*Tickets must be ordered by **April 13th**. Click [here](#) to order your tickets.*

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 available [here](#)!

Know Your Rights

Planning time reminder- Just a reminder that Article 10.A.3. describes planning time for all teachers under the contract. For classroom teachers, it breaks down that Elementary Teachers get 80 minutes of plan, Middle School Teachers have two periods (one team, one individual) plus the 15 minutes we added in 2014-15, and High School receives 70 minutes minimum.

Article of Note

<https://www.cbsnews.com/colorado/news/state-legislature-colorado-reimburse-teachers-school-supplies/>

Book Recommendation from a Member

The Teachers: A Year Inside America's Most Important, Vulnerable Profession by Alexandra Robbins. From [Kirkus](#): "The author followed three teachers from various regions of the country over the course of a school year, and she interviewed hundreds of others, providing an intimate view into the daily lives of educators. Even before the pandemic, writes Robbins, 'the education landscape had already darkened considerably.'" While the author draws back the curtain on the extreme challenges often faced by educators in terms of respect, economics, and working conditions, she also highlights their perseverance and dedication to students and the profession.

www.cseateacher.org
csea@coloradoea.org



This correspondence is intended for members of CSEA, ESPA, CEA, and their families. It is not intended for public distribution.