

Union Pulse

Colorado Springs Education Association
April 14, 2023

Teacher Input in the Principal's Evaluation

Colorado statute requires that “*each principal's evaluation shall include input from the teachers employed in the principal's school and may include input from the students enrolled in the school and their parents...*” District 11 uses the 5e survey to meet this requirement. With that in mind, it is our understanding that the 5e results are available to staff for review. If you have not heard from your principal, go ahead and ask to see the 5e results.

Advocacy

The wheels of advocacy often turn slowly. For instance, we are scheduled for an August arbitration over the grievance we filed last fall concerning placement on the salary schedule. While CSEA continues to try to solve this prior to the arbitration, the District remains quiet. In other areas, CSEA members and nonmembers in two high schools filed a grievance concerning failure to collaborate on schedule. We are currently waiting on a Level II decision. The delays by the district hamper their ability to schedule for next year, making for greater uncertainty. These 120+ grievants are asserting their rights that come from the Master Agreement. CSEA will continue to assert our rights, as the endeavors to chip away at the MA become more obvious.



Thumbs Up – to Laura Andujar, McAuliffe 5th-grade teacher and Intermediate Director on the CSEA Board, who organized a science and engineering fair that gave students the chance to share their process and findings with judges from staff and community! The students had a real chance to shine.

Ways to Get Involved in Our Profession and Association

Represent your School on the AR Council!

It is time for members to select their building's Association Representative (AR) for next year. This is a great opportunity for members to become more involved in our Association's leadership. The process to become an AR in your building is described [here](#). Please note that anyone interested, **even current ARs**, must self-nominate using this [google form](#) by April 28 at 5:00 p.m.

To learn more about the role of an AR, visit the AR section on our website [here](#). If you have questions or would like additional information, please reach out.

BFI Implementation

Are you interested in providing feedback on BFI implementation? You probably saw the 13 March and 10 April e-mails from David Khaliqi asking for survey participation. Do you have an opinion to share? Here's the survey link:

https://mcrel.co1.qualtrics.com/jfe/form/SV_6lrgp4GQ2Jxiuea

Announcements & Upcoming Events

April 17– Next Bargaining Session

The next scheduled bargaining session is set for April 17 from 4:30-8:30 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.

CEA Delegate Assembly

On the weekend of April 21-23, your elected delegates to the annual Colorado Education Association Delegate Assembly will be representing the collective voices of CSEA members at the state level. Thank you, delegates, for volunteering your time and standing strong for our Union!

Article of Note

Stipend Helps Keep Student Teachers in the Profession

<https://www.9news.com/article/news/education/teacher-stipends-colorado/73-584d9978-076c-4709-ae3f-5c814b01c375>

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