

# Union Pulse

Colorado Springs Education Association  
April 6, 2023

## **Bargaining Update: Insurance Shenanigans and Intentional PD**

Your Bargaining Team continued the discussion of making PD valuable and responsive to needs and interests of teacher-users. District personnel described their forward planning for PD and targeting subjects admin identifies as priorities for the upcoming year, in addition to trying to meet the needs of incoming staff. At the same time, teachers and principals continued to turn attention to making PD valuable for everyone through differentiation, interests, and recognition of already-mastered skills that don't need more training. We also promoted the use of evaluation and PGPs to integrate professional learning into the work teachers do. [Here's a comedic \(but eerily familiar\) take on Professional Development.](#)

A couple weeks ago the BoE voted on health insurance and a new percentage of premium the district would pay for the base plan... *without negotiating the issue*. Again they ignore process and sidestep rules they themselves voted unanimously to observe. CSEA always seeks to improve benefits for employees, but imperious disregard for process and teacher voice is unacceptable no matter how often the district tries it. After discussion with benefits personnel and the full negotiations team, CSEA agreed to modify one of the percentages for the upcoming year with everyone's agreement that as a joint issue next year we will discuss moving all of the coverage of premiums back to 75% by the district and 25% by employee.



**Thumbs Up** - Audrey Radley has been responsible for CSEA's share of arranging food for negotiation sessions and has really done a bang-up job. In fact, she prepares the food herself about half the time! If you or your school are interested in taking a turn at providing food for a lunch or dinner, contact her or the office. Support is always welcome!

## **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.

### **Town Hall Meeting**

Do you have questions for the BoE at their 13 April Town Hall? Refer to Tuesday's e-mail or see the flyer [HERE](#).

## **Announcements & Upcoming Events**

### **April 7- CSEA First Friday**

Join us for CSEA's April First Friday at the Old Chicago this Friday, April 7th, from 4 - 7! CSEA will provide appetizers. As always, bring a friend or two.

Old Chicago Pizza & Taproom  
4110 North Academy Blvd., Colorado Springs, CO 80918  
<https://oldchicago.com/menu/>

### **April 10– Next Bargaining Session**

The next scheduled bargaining session is set for April 10 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](http://www.cseateacher.org) and all bargaining dates are in the [calendar](#) on the website.

### **April 11 - CSEA Annual Meeting of the Association**

The annual meeting of the Association will be held in conjunction with the April Association Representative (AR) Council meeting on Tuesday, April 11 at North Middle School in the cafeteria at 4:45 pm. The annual meeting is open to all members of the Association.

## **Article of Note**

### **Revamp School Accountability System?**

"I agree it's doing what it is designed to do," St. Vrain Valley School District Superintendent Don Haddad said of Colorado's 13-year-old school accountability system. "I think what it's designed to do is problematic."

<https://co.chalkbeat.org/2023/3/31/23664104/standardized-testing-colorado-schools-accountability-task-force-legislature>>

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