

## Union Pulse

Colorado Springs Education Association  
April 20, 2023

### Bargaining Update

Your Bargaining Team was at the table twice this week. The teams reached consensus on providing teachers Bereavement Leave. They continued work on making professional development purposeful, too: Language to establish some timelines for planning cohesive offerings was worked on; discussion of tools for identifying needed content also got attention. The team also made agreements around pay for testing coordinators at elementaries and additional on-boarding opportunities for new teachers.

**Note: The April 24 IBB session has been cancelled as we wait for state financials to firm up.**

### NEA-ESP Conference in Seattle 22-26 April 2023

Cynthe Winebrenner (D11 Special Education ParaEducator) and Kevin Cook (D11 Master Plumber and ESP council President Elect) attended the 5-day conference for ESP in Seattle. 50 Workshops and other sessions were offered from developing an ESP Bill of Rights to True Colors and working in teams.

Thanks to NEA/CEA and CSEA supporting scholarships, Kevin and Cynthe were able to attend pre-conference workshops increasing their knowledge about the world of ESP in the NEA. 50 states and the Department of Defense Education ESP were represented, with over one thousand ESP in attendance!

Workshops were geared to ESP involvement in Education, Legislation, Leadership, Mentoring Support, and Organizational teamwork, and many other topics. We are prepared to work for our employees and CSEA/ESP members in The Colorado Springs School District 11.

*Cynthe Winebrenner,*  
CSEA/ESP Member



### Thumbs Up & Welcome to David Graf:

On Monday, David Graf joined the CSEA staff. David comes from a family of educators, has three children in District 11, and last week left Woodland Park Schools after fifteen years in the classroom. Funded through a temporary grant, he will be in buildings most days talking with members, helping organize and build our collective power, and helping establish deeper connections in our community. Please welcome David to our team!



**Thumbs Down-** Everyone makes errors, but some are more anxiety producing than others. Recently, a couple administrators decided to try to “non-renew” longtime teachers and went as far as to tell them they needed to find new jobs, despite their rights under law. In each case, the administrator was effectively trying to displace teachers for no discernable reason or without any guidance from their bosses. While we learned that these errors were apparently made out of ignorance, we also know that a teacher who did an equally alarming thing would be severely disciplined. Therefore, a thumbs down to those not respecting non-probationary teachers!

### **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.

### **Announcements & Upcoming Events**

#### **First Year Teacher Rebate**

The Colorado Education Association (our state affiliate) has a program that allows us to give a partial refund of state dues to teachers who are in their first year of the teaching profession. This rebate program applies only to teachers who are in their first year of teaching in public education anywhere, in any district. If you think you qualify and haven’t already completed the form, use this [link](#) so we can begin the verification process. If you did not teach full time, or if you joined later in the school year, your refund will be adjusted accordingly.

#### **April 24 IBB Cancelled– Next Bargaining Session APRIL 27**

**The April 24 IBB session has been cancelled.** The **next scheduled bargaining session is on April 27 from 8:00-5:00 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. We will begin discussing financials and wrapping up several topics. 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.

### **Know Your Rights**

Per Article XII timelines in our Master Agreement, your evaluation should be wrapping up soon. Summative Evaluation Conferences should be completed by 28 April this year. There should be no surprises at this point: The year's on-going evaluation discussion should identify strengths and areas to work on so that you can...wait for it...work on them purposefully and leverage skills. The purpose of evaluation is improvement of instruction, after all. As you wind up your evaluation meeting and look forward to next year (the process *is* supposed to be cyclical), engage in questions of your own future interests and focuses.

### **Articles of Note**

#### **State Investment in Education**

Large financial wins spearheaded by our Association [here](#)

**D11 Students' Participation in Healthy Kids Colorado Survey** [here](#)

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