

Union Pulse

Colorado Springs Education Association
September 7, 2023

Books and Balloons- Another Successful Labor Day Lift Off!

This was the 4th year CSEA has spent the Labor Day weekend giving out books at Memorial Park. Many 1000s of books were chosen by children of all ages, as well as adults. The smiles and excitement were amazing like previous years. Each year brings so much happiness to our community, and teachers in our local UNION are doing great things! Thank you to all the people who volunteered their time to help create long lasting memories for children and families. People from the Colorado Springs community, as well as cities from around the state were aware that the professionals of CSEA care about kids and literacy.



Canvass for CSEA Candidates

This *Saturday, from 9 am to 11:30 am*, CSEA members will be canvassing for our recommended candidates. We know how important elections are, and that your actions are critical to our students. This November's ballot is no exception, for rights and autonomy are on the menu. Please join us in helping elect pro-public education candidates. You can sign up at [this link](#) where more details are provided. We look forward to seeing you. Also, please note that an afternoon event, **Beats and Ballots**, should dovetail nicely after our canvass. Details can be found on the Citizens Project [website](#).

“Ask CSEA”

Two big questions came to us—multiple times—this week. Here are answers.

Elementary Planning Time: 80 minutes average per the 8-hour contract day. Since it is an average, you could schedule 60 minutes on Tuesday and 100 minutes on Wednesday, which...wait for it...averages to 80. Wild differences on different days are probably not desirable or advisable. Details: Planning time can be broken up into *no more than* three blocks, *none* of which is *less than 15 minutes* (no 5-minutes-here, 5-minutes-there approach). Scheduling should try to accommodate a 50-minute block within the student contact day. LUNCH does **not** count as part of your planning time. (X.A.3.b; X.2.c)

Special Service Providers (SSPs): SSPs **ARE** covered by the Master Agreement! They have all the rights. In addition, we fought for and won on-going contracts for them a couple years ago. In the MA, the word “teacher” is a sort of technical term: “The term ‘teacher’...shall refer to all persons represented by the Association...” (I.A) You can see that that means when you hear of teachers’ rights, you are hearing about SSPs’ rights, as well.

Fight Back Against Health Insurance Corporations

Perhaps you read CEA President Amie Baca-Oehlert’s e-mail on Tuesday in which she described first steps in bringing the huge pool of teachers to bear on the way health insurance finances work:

“As the cost of healthcare rises, you and your fellow educators are paying more for health insurance than ever before. All the while, health care, and health insurance corporations are enjoying record profits.”

We urge you to take part in building the database of concerns, interests, and expectations that will focus the program’s development. [Click here](#) to take the survey (5-10 minutes).

From the CSESPA Ranks

Welcome to our new and returning D11 ESP! As we settle into our new school year, the ESP Meet and Confer team and ESP Council training team thank you for attending the New Employee Orientation and career-specific trainings for our 9 Career families. Along with the Board of Education and Professional Learning, our ESP team worked diligently through our summer planning and preparing these trainings for you. This is an ongoing project to provide training, skills, and knowledge to our ESP colleagues.

Please review training offerings for Professional Learning days. If you are not able to attend trainings for any reason, some trainings and NEO (New Employee Orientations) will be offered throughout the year.

FYI-Our 9 Career families are:

- [Clerical service ESPs](#)
- [Custodial and maintenance service ESPs](#)
- [Food service ESPs](#)
- [Health and student service ESPs](#)
- [Paraeducators](#)
- [Security service ESPs](#)
- [Skilled trade ESPs](#)
- [Technical service ESPs](#)
- [Transportation service ESPs](#)

Announcements & Upcoming Events

Breakfast & Flight Experience for CSEA Members

On Saturday, October 7, breakfast, and a flight experience will be offered to members of CSEA by the Colorado Springs area chapter of the Experimental Aircraft Association (EAA) or EAA Chapter 72. Breakfast will be served from 8-11 am- after your flight. Cost for the experience is \$10 to the EAA. If you are interested in taking a flight (based on weather), email [Bill Epperson](mailto:Bill.Epperson@coloradoea.org) to sign up. Include in the subject line a statement that indicates they are interested in an Eagle Flight. Flights are available for adults only.

Sick Leave Bank Open Enrollment: September 2023

The **Sick Leave Bank** is a voluntary paid leave benefit and is designed to provide assistance to an employee that has exhausted all sick leave time and needs more paid leave to carry them through a critical illness/injury for the employee or their immediate family. Sick Leave Bank enrollment must be completed in PeopleSoft Self Service by September 30, 2023. Please review the Sick Leave Bank Instructions: FAQ's available [here](#) for any questions.

Red CSEA T-shirt

Need a red CSEA T-shirt? Reach out to your building AR and let them know you'd like to have one. ARs are in the process of compiling a list of sizes for members in every building who still need one. We want to make sure you have **your** CSEA T-shirt!!

Articles of Note

In celebration of Labor Day this past Monday, we've included some interesting reads that take a look at the "State of Organized Labor" over the last year.

[The latest Gallup poll finds two-thirds of Americans approve of unions](#)

[Many unions — and the collective bargaining agreements they try to reach — have found themselves stalled by employers](#)

[Dancers at a topless dive bar in Los Angeles unanimously voted to unionize in May, making them the only group of organized strippers in the U.S. It was the final step in a protracted 15-month battle with their employer, the Star Garden Topless Dive Bar.](#)

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