

Union Pulse

Colorado Springs Education Association
September 14, 2023

Canvasses for CSEA Candidates

This Saturday, September 16, we will be meeting at Monroe Elementary School parking lot at 9 am and canvassing until about 11:30 am 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.

On Tuesday, we are headed out of the Bristol ES parking lot. Sign up [here](#).

On Thursday, we are headed out of the Carver ES parking lot. Sign up [here](#).

We look forward to seeing you.

CSEA Building Visits

CSEA Board Members, Organizing Committee Members, and staff are attempting to visit every school in the district prior to November. Monday, the 18th, we will be at Carver in the AM and Freedom in the PM. Wednesday, the 20th, we will be at Coronado from 10-2:30. Thursday, the 21st, we will be at Galileo in the AM and Henry in the PM. Please contact your AR if you would like to set up a specific time to visit. We look forward to seeing you!

Days of Our Lives...in D-11 - BOE Update

At last week's (9/6) Board Work Session, director and candidate Jason Jorgenson renewed his open attack on teachers' rights by accusing the Master Agreement of being the problem. We see once again that following rules that respect *all* workers remains a challenge for some management. Some animals are more equal than others.

At last night's (9/13) Board Meeting, the discussion began to begin paying elected Board members. The resolution would pay school board members \$150 a day for up to 6 days a month for their service. This, if adopted and used, would mean the district is shifting \$75,600 (plus PERA) away from classrooms. That is more than one teacher.

"Ask CSEA"

Non-Teaching Duties (aka "Duty") X.A.4. As we've moved into the year, practices at schools are coming plain, and teachers have asked for clarity around non-teaching tasks. First off:

"The Board and the Association recognize that a teacher's professional and primary responsibility and obligation is to teach...Therefore, non-teaching requirements shall be kept to a minimum" (X.A.2.a).

Simply put, 15 minutes of duty total per day would be the limit. Like planning time, that can be an average, so 300 minutes per 20 consecutive days. 20 minutes some days and 10 on others could work. Yet while 60 minutes five days in a row (then nothing for 3 weeks...) would meet the minutes, it pretty much fails the "primary responsibility" expectation and keeping other stuff to a minimum, so it would be legitimate to push back. Extremes draw scrutiny.

Taking Charge in the Fight Against High Health Costs

The CEA healthcare survey is still open, and your thoughts are needed! If you read the e-mail that came to you from CEA President Amie Baca-Oehlert's last Tuesday, you recognize this is a hard-charging approach to make health insurance affordable:

“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.”

Take part in building the database of concerns, interests, and expectations and focus the program's development by taking the survey. [Click here](#) (5-10 minutes).

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. The cost for the experience is \$10 to the EAA. If you are interested in taking a flight (based on weather), email [Bill Epperson](#) 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

Reach out to your building AR with the size shirt you want. Every member should have one! ARs are compiling a list of sizes for members in every building who still need one. Show solidarity through **Red for Ed!!**

Articles of Note

[It's Up To Us To Replace A Culture Of Fear With A Culture Of Trust](#) - Teachers cannot sit idly by and watch states pass laws that restrict their ability to foster critical thinking

[The Power of the Pineapple: Helping Kids Learn Self-Regulation](#)- Observing nature can be an effective method for young students to discuss and understand their emotions in a calm learning environment.

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