

Union Pulse

Colorado Springs Education Association
September 28, 2023

Expanding Your Professional Reach

Teachers looking to extend their professional horizons please let us know your interest in engaging work other than in the classroom. District Budget, Personnel Interviews, the Calendar (which includes Work and PD Days)—all facets of your working environment and functions of a school and district are developed collaboratively by teachers, administrators, and staff. Teacher voices are essential to a well-rounded perspective. Indicate [HERE](#) where you are ready to join in.

Retirement Incentive Program Timeline - For those considering applying for the Transition Retirement Program (i.e. the Top 40), the first important deadline is quickly approaching. Article 17.A.4. identifies that the non-binding notice of intent is due “***no later than the third Tuesday in October.***” **That is October 17, 2023.** Be aware that the HR department intends to send notice next week of all deadlines. As for the seniority list, it is posted [here](#).

“Ask CSEA”

Greatest Hits

We have added to the Member Page of www.cseateacher.org three documents of use to teachers:

1. [Lesson Planning in D11](#): Alignment of Effective Instructional Practices (DOs and DON'Ts). Developed with the Director of Curriculum and Instruction, this is intended to clarify what is and isn't expected regarding lesson planning.
2. [Safety Protocol](#): Management Directive MD-A2. This document identifies processes to be followed (IF...THEN) in cases of violence or threats (by anyone) on campus.
3. [Teacher Evaluation Tool Checklist](#). This document lays out in simple format timelines and processes for teacher evaluation.

Announcements & Upcoming Events

Canvassing schedule for the next week:

Today, Thursday, September 28, we will meet at the West Elementary and Middle School parking lot at 4:00 to walk for our candidates.

Saturday, September 30, we will be meeting at Mitchell High School parking lot at 9 am and canvassing until about 11:30 am for our recommended candidates.

Tuesday, October 3, we are headed out of the Keller Elementary School parking lot.

Thursday, October 5, we are headed out of the Chipeta Elementary School parking lot.

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.

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.

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.

Boo at the Zoo

CSEA will be handing out candy and stickers at Cheyenne Mountain Zoo's annual **Boo at the Zoo!** We need volunteers to help run the booth, pass out treats and talk to the community as they pass by. Shifts are for 2.5 hours on Sunday, October 22 and Sunday, October 29. Click [here](#) to view times and [sign up](#).

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