

Union Pulse

Colorado Springs Education Association
October 5, 2023

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

Superintendent urges the Board to “BURN THEM DOWN!”

There's always irony when players know they're in the play. Last night's (4 October) Board Work Session revealed some disturbing beliefs. First, we heard arguments to hire unlicensed teachers at the most at-risk schools. Specifically, we hear how D11 should want to attract those folks working outside education (sometimes for \$ix figures) but who want to teach. The best way to attract them? Pay them a lot more than real licensed teachers. They also won't be responsible for the essential, high-stakes core classes on which schools and students are evaluated—they'll just be paid more than the people who *are* responsible for them. That's the kind of innovation waiver that *undermines* public education and should be resisted. In stentorian tones, however, the superintendent urged the BoE to **BURN DOWN** whatever gets in the way...as he proposed not for the first time that sub-contracting teachers from a private company would be a good idea. So that means not whatever gets in the way of students' educations, but whatever gets in the way of simplistic, one-note management approaches to solving issues...as teachers' professional voices might do. We heard that what's being done now isn't working, so the answer—we also heard—clearly has to be doing more of it harder! This, on the heels of board members likening students to inmates at an asylum and referring to schools as combat zones, as if our students are the enemy. Shameful rhetoric by an extremist group.

Let's Hang Out

We are often looking for opportunities that allow members to engage with each other, educators from other districts and the community. There are several social and community events coming up this month!!

First, CSEA will be handing out candy, stickers and other goodies at Cheyenne Mountain Zoo's annual **Boo at the Zoo** on Sunday, October 22 and Sunday, October 29. If you plan to be there with your kids, stop by the CSEA booth and say “Hi!” There are still a couple of volunteer times available if you want to help run the booth. Click [here](#) to view times and [sign up](#).

Next, we are planning a karaoke night at Kelly O'Brien's after Parent Teacher Conferences on October 26 starting at 8:00. No sign ups needed. We will provide some appetizers and hope to see you there!

“Ask CSEA”

The big question this week: **Evaluation Timelines:** Probationary teachers should have had at least their first observation by next Thursday (12 October). The annotated timeline and summary of evaluation elements are available here in an easy-to-use format for your convenience: [Teacher Evaluation Tool Checklist](#). This document also suggests ways to approach your observation and evaluation conversations.

A quick repeat on **planning time** (after we saw a survey of Elementaries): Elementary teachers should get a TOTAL of 80 minutes of planning time average EVERY DAY. That does **not** include lunch. Ideally there will be 50 consecutive minutes during the student contact day, and

no planning period should be less than 15 minutes long. Planning time can come before and after school in the 8-hour day—but it *remains* planning time, yours to use, **not** to be directed by administrators. Schedule it, expect it, and use it.

Announcements & Upcoming Events

Curious About Endorsed Candidates and Issues?

Check out the CEA voter guide, available here: <https://www.cea.yourvoter.guide/#/search> This is a handy tool that is address specific.

Voter Registration

Have you moved? New to Colorado? Don't forget to update your Voter Registration! **October 30** is the last day citizens may register to vote or update their voter record at www.GoVoteColorado.gov and **have a ballot mailed to them.**

Canvassing schedule for the next week:

Today, Thursday, October 5, we are headed out of the Chipeta Elementary School parking lot at 4:00 to walk for our candidates.

Saturday, October 7 we will be meeting at Taylor Elementary School parking lot at 9 am and canvassing until about 11:30 am for our recommended candidates.

Tuesday, October 10, we are headed out of the Martinez Elementary School parking lot, meeting at 4:00pm.

There will be a number of phone banking opportunities coming up if you would rather make phone calls instead of knocking on doors. The link to sign up is below.

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.

CSEA Representation on Committees

Teachers looking to extend their professional horizons please let us know your interest in engaging work other than in the classroom. We will get you in the pipeline—and maybe into a spot right away. District Budget, Personnel Interviews, 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.** Last week, we shared the Seniority list received from the district which only included the top 200. We have since received a complete list and it is posted on the member side of our [website](#)

Kaiser On Strike

As you may have heard, many Kaiser workers kicked off an unfair labor practices strike Wednesday morning at 6:00 a.m. While they have made some minor progress in bargaining, Kaiser Executives have been engaged in bad faith bargaining and they still have not reached an

agreement. Complete and share this [Community Support Petition Link](#) for allies to sign onto to add pressure to Kaiser Executives.

Ghost Stories of Old Manitou Historic Walking Tours

These eerie yet fun ghost tours will walk you through long lost stories of real residents in Manitou Springs' history. This year, the ghostly spirits come back to visit for four weekends in October. For more information, click [here](#) or scan the QR code. Members can use the code **EDUCATOR** for a \$3 discount!

THEATREJART & Manitou Springs Heritage Center
PRESENT THE 28TH ANNUAL
GHOST STORIES OF OLD MANITOU
Historic Walking Tours
TOURS EVERY FIFTEEN MINUTES STARTING AT 6:00 PM
OCTOBER 6, 7, 13, 14, 19, 20, 21, 26, & 27

info@theatrejart.org
www.theatrejart.org
www.manitouspringsheritagecenter.org

GET YOUR TICKETS NOW!
<https://www.eventbrite.com/e/ghost-stories-of-old-manitou-walking-tours-2023-tickets-64834255047?aff=000101creator>

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Articles of Note

[Why Unions Are Good for America](#)

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