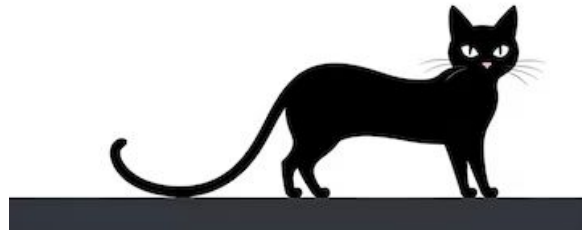


# CSEA C.A.T. Meeting

10-30-24



# Agenda

1. Recap
2. Who are “They” ?
3. Whats at Stake
4. What we stand for
5. Current Results of Petition
6. What are we hearing from our co-workers?
7. Upcoming important dates and actions



# Recap

1. We're under attack.
2. They want to get rid of the master agreement
3. We need to organize in order to win
4. We launched an 11 point plan defining how we want to improve District 11
5. We left last time with 3 tasks
  - a. Have our co-workers sign the petition
  - b. Recruit more people to the C.A.T Team
  - c. Identify PTA point person at our site
    - i. Submit PTA names to David Graf - [dgraf@coloradoea.org](mailto:dgraf@coloradoea.org)



**Table 1: Springs Opportunity Fund Expenditures on D11 Candidates** <sup>[1]</sup>

Election	Candidates	Total	Major Donor Disclosed
2023	D11 Election Total	\$402,956	Colorado Dawn (\$586K)
	Melpakam, Jorgenson, Carey, Haffley	\$385,415	
	Melpakam, Jorgenson, Carey Only	\$8,060	
	Melpakam, Jorgenson Only	\$9,482	
2021	D11 Election Total	\$74,184	Colorado Springs Forward (\$180K)
	Bankes, Nelson, Loma	\$74,184	

[1] Col Secretary of State, [TRACER Campaign Finance Database Expenditures](#), Reports of Contributions and Expenditures, Springs Opportunity Fund, 2023 and 2019.



# What's at stake?

Merit Pay/ Pay for Performance—where majority of teachers stay below 60K for their entire career

Increased Class Size

Decrease in student supports

Gag Orders/ Academic Freedom

Changes in Health Insurance Coverage

Mass Exodus

Portfolio model (Privatization)

Backing from developers

Pikes Peak Promise

Last contract in El Paso county



# Lead With Our Conclusions

- 1) If we do nothing they will win
- 2) The only way we'll beat back these attacks is if we are organized.
- 3) We have to be able to generate a crisis and a credible threat to force them to back down.
- 4) Our power is in our labor
- 5) Do not underestimate the economic impact of what our jobs allow the rest of society to do—Because we work- everyone who is responsible for a child can go to work too.
- 6) We will have to be able to project that we can disrupt the everyday functioning of Colorado Springs



# Our Demands/ Our Platform/ Every Student Deserves

We believe all Special Education Students deserve to have their needs met by increased hiring of licensed special education teachers and support staff.

We believe that all students deserve smaller class sizes.

We believe that all students deserve teachers who have adequate and autonomous plan time.

We believe that all students deserve a nurse, counselor, social worker, and librarians in every single building every single day.

We believe that all students deserve an increased investment in robust programming including art, athletics, stem, foreign language, music, theater, career and technical education, forensics, and after school programming.

We believe that all students deserve to have access to teachers who are trusted professionals with academic freedom within their classroom.

We believe all students deserve teachers who are covered by an agreement that protects their rights to advocate for their students and their profession.

We believe that all students deserve teachers and educators who have access to quality affordable health care.

We believe that all students deserve teachers and educators who are compensated at a fair and competitive wage.

We believe all multilingual students deserve to have their needs met by increased hiring of licensed CLDE teachers in every building every day.

We believe all preschool students deserve to have their needs met by increased hiring of licensed early childhood educators with equal protections under the master agreement.







# Petition Results - 489 People have signed

AD Building - 4

Coronado - 7

Howbert - 10

Adams - 2

Doherty - 40

Jackson - 17

Audubon - 3

Edison - 5

Jenkins - 13

Bristol - 2

Galileo - 2

Keller - 15

Carver - 1

Grant - 1

King - 4

Chipeta - 17

Henry - 7

Madison - 3

Columbia - 9

Holmes - 6

Mann - 1



Martinez - 4

McAuliffe - 23

Midland - 12

Mitchell - 15

Monroe - 18

North - 4

Palmer -32

Penrose - 30

Queen Palmer - 5

Rogers - 20

Rudy - 4

Sabin - 14

Scott - 22

Spark - 5

Steele - 2

Stratton - 5

Swigert - 2

Taylor - 2

Tesla - 2

Trailblazer - 1

Twain - 22



Wasson Campus - 11

West Campus - 12

Wilson - 5

Other - 45



# We don't Know what we don't know

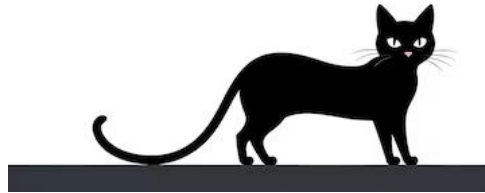
We don't know if they will bargain

We don't know if they do bargain if it will just be performative

We don't know what our escalation might look like



# What are we hearing from our co-workers?



# Important upcoming dates

1. December 4th School Board meeting
2. December 5th– We meet with the School Board representatives to set bargaining issues
3. December 15th- Meet with District to set bargaining timeline and meeting dates
4. January 8th School Board Meeting



# Next Steps

**Petition**

**PTA identification**

**Recruit More CAT**

**Next CAT Meeting Wednesday November 20th**

**SB Meeting December 4th**

**CAT Meeting December 18th**

