



## **A Path for the Future: Flexible, Innovative, Inclusive**

The Colorado Springs School District 11 Board of Education is committed to a culture of excellence that drives student success.

### **What decision has the Board made regarding the Colorado Springs Educational Association?**

The Board has decided to not continue the master agreement with CSEA, a teacher's union and private corporation.

For several years, CSEA has had a master agreement with the Board that unilaterally dictates working conditions, employment policies, benefits, and provides CSEA with a significant role in district operations. However, not all teachers are members of CSEA, and no other employees are represented by CSEA.

We are not continuing the master agreement because it limits the Board's ability to act as we strive to make significant changes in the district. As many of you know, our students are underperforming. We know the best path to student achievement is through high-quality instruction. The agreement does not provide the flexibility to increase future compensation for teachers, to hire for specific expertise in a tight job market, or to be innovative in classroom and professional development opportunities.

We believe in choice for teachers and students; the master agreement does not provide choice.

We've opted to govern the same way every other district in El Paso County operates, through an Employee Handbook that outlines policies and procedures, rights and responsibilities.

### **What does this mean for students?**

The Board can focus on its elected responsibilities and stated priority: improved student outcomes. Students and their families can rely on Board decisions to be centered around student achievement, empowered academic choice, partnering with parents, teachers, and families to accomplish the best possible futures for students in The Colorado Springs School District 11.

### **What does this mean for teachers?**



We want to emphasize: **The current employee Salary Schedule, Benefits, Leaves, Stipends, Vacancies & Change of Assignments, Working Conditions, Plan Time, Professional Development & Training, and Post-Employment Benefits remain in place with no changes. Teachers will keep their accrued leave. Teachers will NOT be required to work duty days without pay. Benefits will NOT be cut. We will keep those in place in the new Employee Handbook.**

Four out of the seven Board members are current or former teachers. We understand the challenges involved in teaching. Student outcomes improve only through our teachers, thanks to the high-quality instruction they provide.

The Board has shown through our actions that we're addressing teachers' concerns. We approved the highest starting teacher salary in the district two years ago and have continued to provide raises as the budget allows. We have moved from the very bottom of new teacher salaries among El Paso County districts to near the top. We heard about attendance issues and behavioral disruptions, and we provided district-wide solutions to both. We are the first district in El Paso County to respond to teacher concerns about cell phone and technology disruptions in the classroom by banning cell phones during the school day.

We will be asking teachers to participate as we create the Employee Handbook. We want more voices at the table; we want to create a process that is equitable and inclusive for all our staff.

### **What does this mean for parents?**

Parents will see continued improvements in student achievement, higher scores, and better pathways for peak experiences. They'll see opportunities for their children to explore and experience career options, attend traditional classes, and try nontraditional pathways. They'll notice an innovative, flexible district whose aim is to provide the best possible education and career growth for every student with parents as partners.

### **How will the Board replace the master agreement?**

We will work with teachers and other employee groups to craft an Employee Handbook that provides equitable, inclusive solutions for all D11 employees. The new Employee Handbook will be created by a committee of employees and will maintain legal protections for staff.

### **Who will have a say in the replacement documents?**



All three of our employee groups (education support professionals, teachers, and executive professionals) will have a seat at the table, including Colorado Springs Education Association representatives. Our goal is a handbook that provides equal voice to all employees.

**What future communications can the community, families, and teachers expect?**

We will have upcoming townhalls to discuss the decision. We want to gather feedback from the entire community, teachers, administration, and parents.

**How many other school districts in El Paso County have master agreements?**

None of the other school districts in El Paso County have a master agreement. Their teachers are supported and served through Employee Handbooks.

**What do you say to the parents, students, and teachers who could face disruptions because of this decision?**

The Board is working closely with administration to minimize disruptions to education. Our top priority is student achievement and daily access to high-quality instruction. The administration will adjust operations as needed to minimize disruptions.

We will keep parents fully informed about any disruptions that might occur.