



To educate, unify and advocate
for the Education Support Professionals of Jeffco Public Schools

THE classified QUICK VIEW

February is I Love My Contract Month!

FEBRUARY
2015

Karen Jones, CSEA Negotiations Chair



4,000 Education Support Professionals form the front line of health, safety and success for all Jeffco students. In the past, negotiations with our district have been a collaborative process of determining how ESPs can work in the best interests of students and our school district. Hiring and retaining professional staff by providing competitive pay and benefits, safe working conditions, and basic employee rights creates a culture of value that benefits our district and our students. As many of you know, I have been a grievance rep for 17 years and have successfully collaborated with the district in resolving the issues at hand.

Employees jointly set their priorities for negotiations and choose who will speak for them in bargaining sessions with the district. They also vote on whether to accept the contract reached by the Negotiations Committee. Everyone has the right to belong, voice their opinions and offer solutions. Why do you think the contract is important?

Here is what some of my fellow Negotiations Team members had to say about our contract:

“The contract ensures that ESPs can perform with security and confidence.” Ann Benninghoff, Instructional Paraprofessional



The 2015 CSEA Negotiations Team

“The contract allows me to be the best I can be by taking advantage of Professional Growth Funds.” Lara Center, Library Paraprofessional

“When everyone follows the contract, we have a better workplace.” Vern Sterkel, Body Shop Mechanic.

Student Safety, Health, and Success begins with us.

Education Support Professionals are a vital part of the education team. We are qualified and highly skilled professionals dedicated to public education.

We care about all students because we are parents, grandparents, and neighbors. For many Jeffco kids an Education Support Professional is the first adult that they see in the morning, whether they are a bus driver, cafeteria worker, or secretary.

We know our students and our parents, and they know and trust us. Together, we work toward professional pay, benefits, and working conditions.

Together, CSEA Education Support Professionals stand up for great learning conditions for kids.

A Membership Call to Action

Mark Bruno, HVAC



NOW is the time that ALL CSEA MEMBERS need to take action. As most of you have heard the way teachers are collecting dues has changed. Now it's our turn for CSEA to take the same ACTION.

We want our members to be PREPARED and PROACTIVE, so you will be asked to fill out a form. This form will allow you to maintain your membership by Electronic Funds Transfer (EFT). This will allow CSEA to maintain your membership, not the District. This form needs to be filled out by EVERY member as CSEA cannot do it for you.

BE PREPARED. FILL OUT THE FORM. BE PROACTIVE. Remember this is YOUR call to action and our time to stand strong. We are All CSEA standing strong and supporting the future of All students and schools.

Please fill out the new form on our website at www.jeffcocsea.org!

Clinic Aides go Above and Beyond for Kids

Nancy McCanless, CSEA President

When I was a Principal's Secretary at an elementary school, we had a clinic aide that went above and beyond. One of our students lived with her dad and grandfather in a house with no running water. She was bullied by other kids because she had not bathed.

The clinic aide decided there was something she could do. She was there every morning to greet the child when she arrived at school. She would invite her into the clinic to freshen up. There, she could wash her face and hands and comb her hair. The clinic aide provided little barrettes for her hair and

body spray. She sent her off to class feeling ready to learn. Once this became part of her daily routine, the bullying stopped.

The responsibilities of clinic aides has changed a great deal over the past several years. In addition to band aids, they address the needs of children with chronic illnesses such as diabetes, asthma, and seizure disorders. They also console children whose hurts are invisible.

This is one story among many. We know that every day, Education Support Professionals go above and beyond what is required of their jobs.

The Collective Bargaining Difference

\$200 PER WEEK

The median weekly earnings of full time and salaried employees covered by a Collective Bargaining Agreement are \$200 more than a non-union employee.

(Source – Bureau of Labor Statistics "Union Members 2013" January 2014 Table 2)The 40-hr Workweek

60% MORE

Unionized workers are 60 percent more likely to have a pension (like PERA)

Unions brought us:

- Breaks and Weekends
- Family & Medical Leave
- Minimum Wage
- Overtime Pay
- Bereavement Leave
- Unemployment Insurance
- Workplace Safety
- Age Discrimination in Employment Act of 1967 (ADEA)
- Holiday Pay
- Maternity/Parental Leave



Contest: I love my job, my contract, and my students!

Every member has a story to tell about their job, their students, or why they belong to the association. Most of our members don't brag about the amazing work we do. **Can you tell us your story?**

- Why do you do the job you do? Why were you called to do this work?
- What keeps you coming back day after day?
- Why are you a member of CSEA?
- How do you make an impact? How do you stand up for all students?

Write up a brief "story" answering any of these questions and send it to CSEA. The building with the most submissions will win a recognition celebration for their building!