



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

THE classified QUICK VIEW

Change

OCTOBER
2015

Steve Gaskin, *Bus Driver*
JCTA President and CSEA Organizing Committee Chair

Margaret Mead said "Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed its, the only thing that ever has."

This last few years have been a storm of change that has shaken our world at work. There have been those moments that were painful and sad but there has been change that is most encouraging and hopeful. I have seen people come forward and shine with ideas and leadership that would not have presented with out these challenges. There are groups of energized folks organized to action and making change in big ways or at least planting seeds for future gain that I would not have believed could happen a few years ago.

This is momentum and movement that is easier to accelerate than it is to start. Mass in motion wants to stay in motion while mass stationary wants to stay stationary. We've all pushed a car and the first bit of movement is the hardest to start. This is my limited understanding of physics but is close enough. It is, I believe, also true of the metaphysical. Shelly Benis, the director at North Area Bus Terminal hosted a wonderful training by a Kaiser team on laughter where we learned how the power of laughter will turn the momentum of gloom into happiness, health, and well being. Even those who tried to not play were moved by the laughter we all shared (no matter what they said in dispute). There are many examples and even the grumpiest folks we know probably have stories.

What does it all mean? This momentum can get us all up out of our seats and moves us to pick up the phone, or to get with our CSEA reps at work and offer to help a little bit, or to talk to our colleagues about the simple form to fill out and support this great movement that helps everyone, especially children, by becoming a member.

Caring people CAN change the world.



Professional Pay Matters

Nancy McCanless, CSEA President

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

The turnover rate of Jeffco staff is alarming. We've heard stories of unfilled bus routes or late buses, large class sizes, food service hours being cut, unbearable workloads, and high stress and anxiety. As this situation continues, Jeffco schools are painted as failing, when we know employees are doing what we can to help Jeffco succeed.

After years of cuts and pay freezes, a 1% raise last month was not enough! We cannot afford to affect our students' learning conditions with another year of high turnover.

It's time for **professional** wages for Education Support Professionals.

CSEA Needs YOU!

Rebecca Stonebraker, Food Service Manager, JCSFSA VP, CSEA Volunteer Coordinator

I attended our CSEA General Membership Meeting last month and I feel excited to tell you, lots of good people are working very hard to keep our schools moving in the right direction. But we need your

help to keep this effort moving forward. I personally am involved with CSEA because I have kids in Jeffco and I would like to work here for years to come.

Our Association is run by members like you and me. The work we do keeps our association moving forward. Our work is never done, but it's exciting to be a part of. Can you help out?

We post volunteer opportunities at jeffcocsea.org. Please check our website and don't be afraid to come help out!



CSEA Members receive:

- Input into the Negotiated Agreement that protects employee rights and working conditions
 - A voice and a vote on CSEA matters and our Negotiated Agreement
 - \$1 million liability insurance and complimentary life insurance
 - Legal services and representation on the job. Attorney discounts for personal matters
 - Training Opportunities
- More information at JeffcoCSEA.org

It's easy to join and get active in CSEA. If you're already a member, have you updated your membership to the new EFT form yet? If you've already done that, ask a coworker to join. You can fill out and return the form below to CSEA via Pony, FAX 303-279-3425 or by filling it out online at www.jeffcocsea.org



YES! I want to join CSEA, The Classified School Employees Association, an employee organization that educates, unifies, and advocates for the Education Support Professionals of Jeffco Public Schools.

Name: _____
Last First Middle

Job Title: _____ School/Dept: _____

Home Address: _____ Employee ID: _____

City: _____ State: CO ZIP: _____

Home Email: _____

Home Phone: _____ Cell Phone: _____

US Citizen Yes No (optional) I was asked to join by: _____

Job #1
Job title _____
CSEA Membership Dues are 1% of gross income based on pay grade, step, and hours, plus sub-association dues as listed below.

- Choose One:
- JCAEOP (Office and Education Pros) \$1.00
 - JCAP (Paraprofessionals) \$0.50
 - JCMA (Maintenance) \$3.00
 - JCTA (Transportation) \$5.00
 - JCSSA (Support Services) \$2.00
 - JCSFSA (Food Services) \$1.00
 - Mechanics \$2.00

Hours Per day _____ Pay Grade _____ Step _____
Job title _____
Job title _____
Hours Per day _____ Pay Grade _____ Step _____
Bank Name _____
Routing Number: _____ Account # _____

Authorization EFT / Auto Withdrawal

I hereby designate CSEA to collect said monthly amounts automatically through Electronic Funds Transfer (EFT) and to satisfy my annual dues obligations to CSEA (.01 x gross income of all classified jobs in the district) AND the sub-association that represents my job classification. I authorize CSEA to deduct the monthly amount from the account I have designated. In the event of my termination or retirement as a Classified Employee, I am responsible for notifying CSEA. This Authorization and Assignment is irrevocable for the calendar year in which it is signed, and shall remain in continuous effect without the need for renewal for each subsequent calendar year thereafter unless and until revoked by me. I understand that revocation can only be made by my personal appearance at the CSEA office and my execution of a CSEA Withdrawal of Authorization of EFT Deduction and Assignment form between November 15 and November 30 during regular office hours of any calendar year after my initial calendar year. In the event that the amount of annual dues obligations is changed, the amount to be transmitted to CSEA through EFT shall be correspondingly changed. Additionally, if my status, job, and/or hours change, I acknowledge that CSEA will adjust my dues payment accordingly. I am responsible for notifying CSEA of such changes in a timely manner. By signing below, I acknowledge all of the above information.

Date Signature