

PTA thanks ESP!

Jeffco PTA held their Fall Leadership training on August 29 at Lakewood High School. We were reminded once again that our ESP (Education Support Professionals) contribute greatly to the success of PTA/PTSA. Without the help of the office staff and the custodial staff we would not have been able to provide this training to all our PTA leaders. Thanks to all support staff who work with our PTAs. Whether it is the School Carnival, PTA newsletter, or fundraising projects, this work happens because of your help and dedication. Thank you.

We invite you to join your PTA!
Get more info at
<http://jeffcopta.org/>

next
issue:

The election issue will be mailed to homes! Please make sure we have your address by filling out the form below!

Membership Meeting: GET INVOLVED!

You are invited to our Membership Meeting and backyard barbecue. This will be a great way to learn about what is going on in our Association, network with coworkers, and enjoy some food together. More details online.

When: Saturday, September 19
11:00 A.M.

Where: 12785 W 19th Place,
Lakewood, 80215

You must RSVP in order to attend the General Membership Meeting!



Details on our website or scan the QR code:



WHAT'S INSIDE:



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

THE classified VIEWPOINT

CSEA Executive Board Elected Leaders 2015-2016

ISSUE NO. 1
SEPT 2015

Nancy McCanless, CSEA President

The CSEA Executive Board is made up of leaders elected the prior spring by each of CSEA's seven subassociations.

Each subassociation sends two elected leaders to serve on the Executive Board and Negotiations team. The 14-member executive board then elects officers: The president, first vice-president, second vice-president, secretary, and treasurer. I'm lucky to work with this amazing group of passionate and informed leaders, and proud to serve another term as president.

The primary role of the CSEA Executive Board is to oversee and manage all of the functions of our association. We are a governing body. We make decisions on actions that affect our members and our association. Having all of our subassociations' voices at the table is critical to ensure we understand how decisions impact each group. This also includes the voice of each subassociation as district level decisions are made.



My job as President is to work with these leaders to

We have several new faces on our board, as well as some new officers.

My job as President is to work with these leaders to

TO DO: Keep Association Strong!

As a result of the 2015 round of negotiations, employees may no longer elect to make a membership dues contribution to employee associations through a payroll deduction.

However, because we have been proactive and prepared, we have a simple solution. Every member needs to fill out a new membership form to authorize and electronic funds transfer. Many have already made the switch.

Don't wait! If you have not yet updated your membership, please do so!

Keep our Association strong and fill out the form on our website: www.jeffcocsea.org.

If you have questions, give the office a call!



Classified School Employees Association

910 Loveland Street
Golden, CO 80401

Pony: CSEA Office

Email: jeffcocsea@coloradoea.org

Or enter on the web at:
<http://bit.do/jccsea>



Enter to WIN by updating your Contact Info!

CSEA needs to stay in touch with you and to make it fun, you can win prizes! Prizes will be awarded on ESP Appreciation Day during American Education Week. Please enter the drawing for many prizes including: gift cards, cash, and gift certificates donated by sponsors.

**Please fill out the form completely below and send to CSEA via pony.
You can also fill out this form online at <http://bit.do/jccsea>**

Name: _____ Job: _____

Worksite/School: _____ Hours scheduled per day: _____

Home Address: _____

Cell Phone: _____ Home Phone: _____

Yes, I want to receive important text messages on my cell (carrier fees may apply)

Personal/Home Email Address: _____

I'm a member of CSEA

I'm not a member of CSEA

make sure our members are represented and valued. Many of these leaders will grow and take our association into the future.

I'm looking forward to working with the board and our members this year. Thank you for the work you do everyday and your continued support.

“People who work together will win, whether it be against complex football defenses, or the problems of modern society.”

Vince Lombardi
Football Coach

The 2015-2016 Executive Board:

Officers:

- Nancy McCanless, *President*
- Tony Babauta, *1st Vice President (Negotiations)*
- Valerie Pelc, *2nd Vice President (Grievances)*
- Lara Center, *Secretary*
- Jason Huff, *Treasurer*

Board Members

- Susan Irwin, JCAEOP
- Joanie Hendricks, JCAEOP
- Anne Benninghoff, JCAP
- Lara Center, JCAP
- Jon Duran, JCMA
- Albert Ilges, JCMA
- Les Robinson, JCSFSA
- Rebecca Stonebraker, JCSFSA
- Tony Babauta, JCSSA
- Jason Huff, JCSSA
- Steve Gaskin, JCTA
- Valerie Pelc, JCTA
- Vern Sterkel, Mechanics



DO YOU KNOW YOUR RIGHTS? how to navigate the negotiated agreement

Every CSEA member has the opportunity to shape our negotiated agreement. The Negotiated Agreement is a contract between employees and the district that is bargained collectively by classified employees with district administration. It is the result of almost 50 years of negotiating!

Here are some common questions regarding employee rights:

- Do I have the right to take breaks?
- Should I be paid for my breaks?
- Can I be denied time off?

If you are wondering about your rights, the best thing to do is first consult the Negotiated Agreement.

Every member gets a printed copy of the Agreement. There are also addendums each year.

Every item negotiated is based on member proposals and a member vote, called ratification. The Board of Education ratifies on the district side.

How do I find the Negotiated Agreement online? The easiest way is to go to our website www.jeffcocsea.org. The current Negotiated Agreement will be on the home page. It's also on the Jeffco Employee Relations website.

Now, how do I find what I am looking for? Take a look at the table of contents or use the

search function to find the keywords you are looking for. If you still can't find it, or have questions about the language, contact the CSEA office.

What happens if my rights are violated? What happens if I need a representative? Call us right away! There are time limits for addressing issues, so if you wait too long, it might be too late.

A new addendum will be available soon online. You will be able to find it on our website.

School Superhero: parapro shares gift of art and music

Jackie Schmidt works with kindergartners at Dennison Elementary School.



Like many paraprofessionals across the district, Jackie has been asked to teach art and music to our little ones.

Jackie was tentative about teaching these classes, but has really risen to the occasion. Jackie shares what she is doing with the kids in either art or music. I am

frequently amazed at the time, thought, and creativity that goes into the projects she does with the kids. Jackie strives to align the art and music activities with what the kids are learning in class with their classroom teacher. Jackie is a gift to the kids she works with

and too, the staff as she has a great sense of humor and is an all around joy to work with. Hooray for Jackie!!

- Submitted by Lara Center

Transporting Precious Cargo

Steve Gaskin, JCTA President
Bus Drivers and Assistants are truly devoted Education Support Professionals.

Last fall we had two drivers leave to work for a disposal service. One told us his two-week check equaled one month of pay from Jeffco.

This does have a number of explanations and is not directly related to hourly wage. Most of us work a split shift because our prime time is from 7-9am and 2-4pm which means we have double the commuting investment of time and expense. Some of us live too far away from our terminals to go home so we stay at work. That makes



our time invested ten hours with only five hours of compensation. A reasonable person would ask about now "who would do that?"

People who really like children and believe in public education and are supremely dedicated to professional service no matter what the sacrifice. Or...they go drive a trash truck.

Thankfully there are just enough of us to drive kids safe, warm and on time to and from school.

Coping with Change and Transition—EAP

Some of us feel invigorated when dealing with change and transition, while others experience increased negative stress. Studies show that people cope with change more effectively if they:

- Have a natural tendency to look for the benefits that result from transition
- Are in partial or full agreement with the change taking place
- Are given advance notice, which allows time to adjust to the change
- Have some level of input or control over changes being implemented

Most of us are fairly resilient. However, we need to pay special attention if we begin to experience "distress." During times of transition it is especially important that we take good care of



ourselves. We all know the basics – eat right, drink plenty of water, exercise, and get plenty of rest. We may also need to recognize our own limitations and learn to say "no." Give your body and your mind time to adjust and ease into the year.

Employee Assistance Program counselors are available to meet with employees to empower them to build their own sense of resilience. EAP assists Jeffco Public Schools' employees, retirees, and their families with many types of professional or personal issues.

For more information or to contact EAP, call 303-982-0377 or visit our website at <http://jeffcoweb.jeffco.k12.co.us/eap/>

Member Editor:
Steve Gaskin, JCTA

CSEA welcomes your comments, suggestions and article submissions.



5 ways to get involved with CSEA

Stay Informed

CSEA and your Sub-Association communicate through home email. Please make sure you send us your contact information (see next page)

Come to a CSEA Movie Night

CSEA will be hosting a movie night on September 24th from 5:30 to 7:30pm. Come to the CSEA office and enjoy the movie Education Inc. and some popcorn and appetizers! (more info at www.jeffcocsea.org)

Become a Building Representative

Building Reps help pass out information and welcome new employees to their buildings. They keep members informed and ask them for input. Contact the Organizing Committee if you are interested at JeffcoCSEA@coloradoea.org

Volunteer an hour

The CSEA Organizing Committee needs help labeling, mailing, and making packets. Can you help? Email: JeffcoCSEA@coloradoea.org

Talk with an Organizer

Our CSEA Organizing Committee can help plug you in to activities that work best for you. Email: JeffcoCSEA@coloradoea.org

Find out more information on our website at www.jeffcocsea.org