



Volume II, Issue 2

September 2011

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CLASSIFIED VIEWPOINT

HOW WE DO BETTER

Bob Brown, CSEA Executive Director

Last time I wrote about the reasons why CSEA needs to accomplish a majority dues paying membership. (Remember CSEA is currently at 40%). I covered the risks of having a minority membership at that time. If you missed it, you can read it on the CSEA Webpage (www.jeffcocsea.org) or by clicking the link on the District's webpage.

CSEA's contract with CEA/NEA grants you and every other dues paying classified and paraprofessional employee full membership rights with both organizations. One recent example of the benefits this new membership provides, saved a classified employee the equivalent of the dues paid to CSEA over many years.

This employee was charged by law enforcement with child abuse resulting in injury. This charge was filed with the District Attorney's Office. It was a felony that could have resulted in a prison sentence. Because the employee was a CEA member in good standing, the employee was assigned, free of charge, an attorney familiar with school districts and the employees

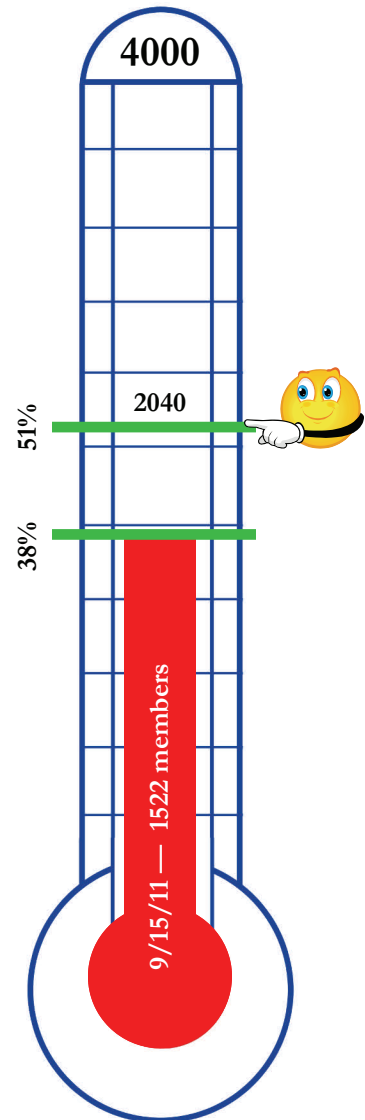
who work for them.

Due to the CEA attorney, the charges were dropped and the employee's record was cleared. I concede that this is an extreme example. However, if you were this employee, this benefit would be a literal life saver.

Please take note, this benefit is only available to dues paying members who have been a CEA member for at least thirty (30) days.

My real message is to increase awareness of the many benefits and rights CEA/NEA provides to all CSEA dues paying members. Jeffco's budget shortages will cost you three percent (3%) of your pay this year. These shortages also cost a few hundred employees their jobs. However, because you are still employed and a member of CEA/NEA, you have the ability to make up the three percent (3%) income loss and quite possibly give yourself a raise. Each of you must do a little work and be proactive to accomplish this. Look for the list of benefits and discounts in this edition of the Classified Viewpoint. Over the next few months, in the Viewpoint you will find information and directions on how you can take

Member Growth Meter



HOW WE DO BETTER (continued)

maximum advantage of these discounts and benefits.

As each of you discover how to put more money in your pocket in the months ahead, I believe many of you will want to share this knowledge with you co-

workers. Many of your fellow employees have saved hundreds of dollars over the last 18 months. With some knowledge and effort, we can increase the current number of employees saving money due to these benefits exponentially.

The education of our community's children depends on the work you all do. Losing your right to be represented and access to these benefits and discounts is unacceptable.

TOGETHER WE CAN DO IT.

2011 Membership Recruitment Reward Program

For each new member you recruit in 2011, you will receive:

A payment equal to 10% of your total 2010 CSEA dues or \$20.00, whichever is greater.



Top Recruiter Bonuses:

1st place—\$300.00
2nd place—\$200.00
3rd place—\$100.00

Please visit the CSEA website for complete rules and details.

WELCOME!



NEW MEMBERS

Flecksing, Katherine	Indian Education	Kruse, Sandy	Deviny Elementary
Hixson, Dolores	Chatfield Senior	Liley, Bernadette	Central Transportation
Pinder, Karen	Conifer Senior	Aragon, Cynthia	Special Education
Legg, Nedra	North Transportation	Davis, Jamie	Central Transportation
Nokes, Jerry	Glennon Heights Elem.	Schechter, Lori	Belmar Elementary
Rushton, Cynthia	North Arvada Middle	Jones, Kim	Vivian Elementary
Bredsnajder, Cynthia	Deviny Elementary	Morton, Tammie	Green Gables Elem.

To Joe's Kids

Dear Girls,

I am writing this letter to you because your Dad gets all embarrassed when people talk about him or make him the center of attention. That's just the kind of man he is. And also, it's easier for me to talk to kids than it is to adults.

I want to tell you about how so many people in the Associations and the whole School District feel about your Dad. I will have to use some pretty big words but I will try to make them easier for you to understand.

First of all, your Dad is a man of character and has what adults call great "core values". Many people know the difference between right and wrong but choose to do whatever works best for them at the time. They either don't have a light inside of them to help them to know what to do or they just don't listen to it. But your Dad has that light. He is a man of honesty and integrity. This means that he tries to do the right thing all the time, even if nobody is watching and it is not easy.

Another good thing that your Dad does is to be committed to whatever he is given to do, whether it be sitting through hundreds of meetings a year so that he can help us all with what he learns or sitting beside a person who is in trouble for making a mistake at her job. I've had that happen and it was very comforting to know that your Dad was on my side and was there to defend me. I'm sure that you know that he will be there for you too. So you must remember to always tell him the truth and trust him to know what is best for you.

You of course know that your Dad is a funny man. He probably makes you laugh all of the time. He makes us laugh too and that is a good thing when the meetings get too serious and everyone is stressed. Did he tell you about the time that he was playing with the "Extendo Arm" during a Board Meeting and was grabbing things from the middle of the table? Uncle Bob was talking and we were trying not to giggle, so Uncle Bob had to take it away from him. And there was the other time that he was messing with his pen and it exploded into pieces all over the place. We all have grown to love your Dad's mischievous smile and silly jokes and twinkling eyes.

Well, Selvidio Kidios, my own eyes are not working very well now. These words are getting kind of blurry, so I will bring this letter to an end. But I wanted to let you know how much your Dad means to all of us and how much we will miss him. Enjoy having him home with you more of the time. He is a wonderful man, but you already know that, don't you?

Nancy Wolf
Lunch Lady

CURRENT GRIEVANCES

<u>Grievance #</u>	<u>Association</u>	<u>Violation</u>	<u>Level</u>	<u>Status</u>
785	Transportation	Termination	IV	Step IV scheduled.
787	Maintenance	Suspension	II	In process.
788	Office Professionals	Termination	III	Step III scheduled.
789	Office Professionals	Termination	III	Step III scheduled.
790	Support Services	Termination	III	Step III scheduled.
793	Maintenance	Suspension	II	Step II filed.



MARK YOUR CALENDAR

- Oct. 5 CSEA Executive Board — 11:00 a.m.
- Oct. 12 CSEA Grievance Committee—3:00 p.m.
- Oct. 19 CSEA Joint E-Board Meeting—3:00 p.m.
- Oct. 31 CSEA Membership Committee—3:00 p.m.



WELCOME BACK TO ALL!

Candie Leuthauser, JCTA President



I am hoping by now that everyone has settled into their routes for the year and everything is going well. I know in the North Area construction is at a premium. Most of our heavily traveled roads have major construction on them causing drivers to find alternate routes to get our students to school. Hopefully the inconveniences will be relieved soon, at least until the first snow fall.

I wanted to bring it to everyone's

attention that there are School Board positions open for election this year. The easiest way to indicate who would be a wise choice versus a not so favorable choice to vote for would be simply put as follows: The men running for positions, Preston Branaugh and Jim Powers, are **NOT** in favor of anything that deals with Facilities or Transportation, so this would in Transportation associates eyes be a not so favorable choice. The women running, Jill Fellman and

Leslie Dahlkemper, are very **PRO-ACTIVE** for both Facilities and Transportation, and want to see us continue in the directions that we are taking so the choice would be simple to make.

More information on the candidates can be found on the internet, Facebook, and Youtube.

I hope that your year continues to go well.

LUNCHLINES

Nancy Wolf, JCSFSA President

Hello, Everyone. As I write this article, we have not yet had our Fall General Membership Meeting, but by the time you read this, you will have already heard about the School Board Election and what the results could mean for every ESP (Education Support Professional) in Jefferson County.

Article 3-1 of your contract states that "The Board recognizes the CSEA as the sole and exclusive bargaining agent for all employees of the District..." One of the ways that the outcome of the election may affect JCSFSA is

that the majority on the new School Board may choose to decertify CSEA as the voice of the ESP's. If this happens, there would be no more contract negotiations, no more representation when you are in trouble, and we could become a district where you could be fired without cause.

What we are asking of you is to not just let it happen. Take some time to research the candidates and what they want for our schools. This election is one of the most important ever because we are at a crossroads. Things are happening now that could change

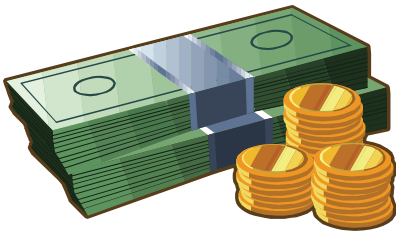
our schools in a profound way. These are our kids and our futures that we're talking about, so please seek out the information that you need to make an enlightened decision and then VOTE! Don't be one of those who sit back and, after the election, wail about how we could have let this happen. And then RECRUIT! We need a majority membership to be out from under the decertification threat.

Call or email if you need more information. Thanks!
jcsfsa@yahoo.com
 303 217-1214

NEA BENEFITS FOR MEMBERS

SAVINGS, DEPOSIT, CREDIT AND INVESTMENT PROGRAMS

1. NEA Valuebuilder
2. NEA Credit Cards
3. NEA Personal Loan
4. NEA Money Market Account
5. NEA Gold Certificate of Deposit
6. NEA Line of Credit
7. NEA Home Financing Program
8. NEA Nation Board Certification Loans



INSURANCE: LIFE, HEALTH, DISABILITY, CASUALTY, AND PROPERTY

9. NEA A+ Auto-Homeowner Insurance
10. NEA Income Protection Plan
11. NEA Accidental Death Insurance
12. NEA Term Life Insurance
13. NEA Guaranteed Issue Life Insurance
14. NEA Home Protection Plan
15. NEA Homeowners Insurance
16. NEA Medicare Supplemental Health Insurance
17. NEA Member Care In-Hospital Plan
18. NEA Long Term Care Insurance
19. NEA MemberCare Critical Illness Insurance

TRAVEL AND LEISURE DISCOUNTS

20. NEA Car Rental
21. NEA Magazine Service
22. Nolo.com
23. Shamu Club
24. Collette Vacations
25. NEA Long Distance
26. NEA Bookstore @ Barnes & Noble.com
27. NEA Classroom SuperStore
28. NEA Online Financial Seminars
29. LeapFrog Schoolhouse
30. NEA Click & Save
31. H&R Block



NEA Members Save 15%* at 1-800-FLOWERS.COM

No matter what the occasion -- birthdays, weddings, stork arrivals, holidays, or celebrating friendship or love -- 1-800-FLOWERS.COM can provide just the right gift. Choose from the freshest flowers and plants, gourmet foods and gift baskets, confections, and plush stuffed animals.

There's even more to celebrate now that **NEA members save 15% on their purchases!**

Go to www.neamb.com and put "1-800-FLOWERS.COM" in the search box in the upper right corner of the page. Register or Sign In to get the special NEA member promo code to order online or by phone. Sales and Service Specialists are available to assist you 24 hours a day, 7 days a week. NEA members enjoy a 15% savings every day on flowers, plants, gift baskets, gourmet foods, confections and plush stuffed animals from 1-800-FLOWERS.COM.

* Exclusive of applicable service and shipping charges and taxes. Items may vary and are subject to availability, delivery rules, and times. Items are available online and by phone. Offers cannot be combined, are not available on all products, and are subject to restrictions, limitations, and blackout periods. Prices and charges are subject to change without notice. Void where prohibited.



Members ONLY!
Purchase tickets at CSEA:

\$25.99 One Day Pass
(Buy 3 get 1 FREE)

Elitch Gardens will be open through October.

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CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION

AUTHORIZATION FOR SALARY DEDUCTION AND ASSIGNMENT

Effective Date _____

NAME _____
(Last) (First) (MI)

JOB TITLE _____

SCHOOL/DEPT. _____

EMPLOYEE ID # _____

HOME ADDRESS _____

EMAIL _____

PHONE _____

US CITIZEN YES NO (voluntary)

DUES: CSEA Deduction = .01 X gross income = \$ (varies) per month
Individual Organizational Dues = \$ _____ per month

In consideration of acceptance of my application for membership by CSEA, I hereby assign to CSEA my interest and rights with respect to salary or wages for services that may hereafter become payable to me by the Jefferson County School District R-1 (hereinafter the District) to the extent of the amounts set forth above.

I hereby designate CSEA my agent to collect said monthly amounts from the District and to apply said monthly amounts to satisfy my annual dues obligations to CSEA and _____ (Organization).

I authorize the District to deduct the above monthly amount from my salary or wages and transmit the same to CSEA. In the event of my termination or retirement as a (Classified Employee) (Paraprofessional), I further understand that said dues will only be collected up to the month that I leave the District's employment.

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 for Salary Deduction and Assignment between November 15 and November 30 of any calendar year after my initial calendar year.

In the event the amount of annual dues set forth above is changed, the amount to be transmitted to CSEA by the District and the amount to be collected by CSEA from the District shall be correspondingly changed.

(Date)

(Signature)

(Date)

(Recruited By)

Completed form may be sent to 910 Loveland Street, Golden CO 80401, or in the Pony addressed to "CSEA". If you have questions, please feel free to contact the CSEA office at 303-279-3232.

JCAEOP - \$1.00
OFFICE PROFESSIONALS
(includes School Secretaries, Financial Secretaries, Principal's Secretaries, Technicians, ESL Tutors, and Paraeducators)

JCAP - \$.50
PARAPROFESSIONALS (includes Paraprofessionals and Clinic Aides)

JCMA - \$3.00
MAINTENANCE
(includes Maintenance Employees, Landscape, and Equipment Repair)

JCTA - \$5.00
TRANSPORTATION
(includes Bus Drivers, Bus Assistants, Trainers, and Service Specialists)

R-1 MECHANICS - \$2.00

JCSSA - \$2.00
SUPPORT SERVICES
(includes Custodians, Facility Managers, Warehouse Workers, Food Service Warehouse, Small Motors, WOTC Technicians, and Campus Supervisors)

JCSFSA - \$1.00
FOOD SERVICE
(includes Managers and Hourly Workers)

GROWING STRONGER

Tom Ordish, JCMA President

As of August 26th we now know who will be running for the open seats on the Jefferson County School Board. There are two women (Lesley Dahlkemper and Jill Fellman) and two men (Preston Branaugh and Jim Powers). Lesley and Jill both entered the race several months ago and have been very proactive by attending different public functions. Both Lesley and Jill have been out meeting with the public and answering questions. So far both have come across as being concerned about the current status of Public Education and the plight of Education Workers. They are also on Jeffco's Citizens Budget Academy, which is meeting every Tuesday night for the next five weeks at the Ed-Center. I am also participating in the CBA along with five other JCCSEA members. It is refreshing to see that at least two of the School Board candidates care enough to attend the

meetings and get informed on our current budget crisis. With their participation in the CBA, they will be helping the District navigate through our budgeting issues.

Preston Branaugh and Jim Powers on the other hand, have not taken an active role with the Citizens Budget Academy. If they do not participate, how are they going to get informed on the most important issue the District has had to deal with in its history? How can we as District employees trust them with our careers, our futures and making the right decisions for Jefferson County Public Schools? JCCSEA has invited both Jim and Preston to do question and answer forums, both declined our invitations.

Two years ago Laura Boggs was elected to the School Board by misrepresenting her positions on Public Education and flying under the public radar. Laura has publicly stated

that she will tear up this district, top pay of \$32,000.00 for any District employee and that only teachers should be district employees all others should be outsourced. Jim Powers has publicly supported Laura Boggs in the past. I have tried getting information and political positions on Jim Preston and Preston Branaugh, all I have been able to find out has been very vague. What is it that they are trying to hide?

I am encouraging all Classified Employees to support and vote for the two women (Jill Fellman and Lesley Dahlkemper). The women are friendly to Education, they care about the children of Jefferson County and their education. It is my belief that this is the most important election cycle Jeffco voters have faced in recent memory.



JERRY'S NUTHOUSE FUNDRAISER IS COMING YOUR WAY!!

Watch for your order form to be coming to your school or office the week of October 10th, 2011.

GET YOUR ORDERS IN BY OCTOBER 28TH AND RECEIVE YOUR PURCHASE BEFORE THANKSGIVING!

Brought to you courtesy of JCAEOP

(Jefferson County Association of Educational & Office Professionals)

CHANGE

Becky Brandl, JCAEOP President



Fall is a season of changes, the weather gets a little cooler and the leaves begin to change colors, and for us at schools it is also a time of new beginnings. It's a time to reflect where we have been and where we are going in our lives. CSEA is no exception. Changes are coming.

This month Joe Selvidio, CSEA president for the past 8 years will be transitioning back to his former job as group leader in the maintenance department. Joe started as a volunteer for this organization almost 20 years ago, becoming involved in 1992 when a coworker told him that if he wanted to make a difference he needed to get involved and become part of the solution.

Joe has been an officer on the CSEA executive board since

1994 when he was elected treasurer. He has also served as the 2nd Vice President, 1st Vice President and now President, always serving the classified membership of Jeffco schools with integrity and perseverance making a major impact in our jobs, by negotiating on our behalf and tirelessly fighting for what is right. If you happen to see Joe at your work-site be sure to thank him for all that he has done over the years or even better drop him a note to let him know that you appreciate him.

Joe will be greatly missed, but in his place your CSEA executive board has elected Nancy McCannless to be the new president of CSEA for the 2011-2012 school year. This is a one year term and must be voted on by the board every September.

Nancy has been involved in CSEA for many years. She started as a volunteer for JCAEOP four-

teen years ago as an Elementary School representative. She has held many of the other positions on the JCAEOP board over the years as well as several positions on the CSEA board including serving as our representative on the CEA Board of Directors. We look forward to another successful year for CSEA!

Volunteers like Joe, Nancy and many others like them have stepped up to make a better work place for you and me. We have all benefited from their commitment and dedication to our organization.

And like Joe's friend encouraged him, I'm encouraging all of you to take time to consider how you can make a difference in Jefferson County Classified Schools Employee Association. JCAEOP is a great place to start.

I urge you to let your voice be heard.

THINGS ARE CHANGING

Donna Bernatis, JCAP President

I would like to welcome all of you back from summer break. I'm looking forward to a new and challenging year. There are some changes that are happening with CSEA in the next few months and these changes could affect all of us. There is a big change that has already happened. CSEA's long time President, Joe Selvidio, has stepped down. Joe will be missed by all of us, but there is a bright side he is not going far. I would like to wish Joe good luck in his new assignment. Also on behalf

of all JCAP employees, I would like to give Joe a big THANK YOU for all of his hard work and dedication in helping to make JCAP and CSEA stronger.

Please be aware that the school board elections are coming up in November, the elections could have a significant impact to all classified employees. There are candidates that are running for the school board seats that may not be too friendly toward classified employees. There are also candidates

that are friendly toward classified employees. I'm asking you to please take your time and research each candidate carefully.

We all need to go out and try and make JCAP and CSEA stronger by building our membership. We can do this by going out and talking to our co-workers and asking them to join. Also remember if you belong to CSEA you also receive benefits from CEA and NEA. These benefits have saved some members enough money offset their dues.

THANKS JOE

Bob Brown, CSEA Executive Director

The partner I have worked with daily for the past eight years retired from his job as CSEA President on September 7, 2011. Joe Selvidio has been elected each year since January 2004. The first two years he did the job of President as well as doing his job in Jeffco's Maintenance Department. Joe worked eight hours or more everyday as a Zone Group Leader and then after hours, nights and weekends he did the President's job. It was not unusual for him to work 10 or 11 hours a day. I could not have done my job for the first two years Joe was President without his dedication.

When Joe became a full-time released President six years ago, his dedication increased and he began taking on more and more responsibility. Together Joe and I handled

crises, challenges and situations that seemed impossible. We became a team that refused to give up until we managed to accomplish at least some improvement.

When needed, Joe was my conscience, my friend, my partner and now and then, my critic. He always



did it with class and integrity. His values and character allow Joe to leave this elected office admired and respected by management and the employees he represented.

I truly will miss my partner while I look forward to working with a new CSEA President. These are challenging times that require new critical thinking. Joe Selvidio was an exceptional advocate for ESPs before he was President (1994 – 2004) and he will return to doing so as a Zone Group Leader.

Joe and I worked through hundreds, possibly thousands, of issues since 1994. Such a history cannot end without some regret and sense of loss. There is, as well, a sense of excitement and anticipation for both of us. So begins a new history.

HAVE YOU MOVED? CSEA COMMUNICATION FORM

Name _____

Home Address _____

Home Email _____

Work Email _____

Phone _____

In order to better serve our members we are trying to establish an accurate database. We need you to help by submitting your information to the CSEA office.

Email:

jeffcocsea@coloradoea.org

Mail:

910 Loveland Street
Golden, CO 80401

Phone:

303-279-3232.

VOTE FOR YOUR FUTURE

Bob Brown, CSEA Executive Director

You will receive a mail-in ballot by mid October. Of all the issues on this ballot to vote on, the Jeffco School Board vote is the most critical for your future.

There are four candidates running for two open board positions. Preston Branaugh and Jill Fellman are campaigning for the District 3 Board of Education position. In District 4, Jim Powers and Lesley Dahlkemper are opposing candidates.

Lesley and Jill announced their candidacy in May. Preston and Jim waited until the last day to file the necessary paperwork to get on the ballot. The women have been out campaigning all summer. The men have just started.

CSEA invited all four candidates to interviews leading to a possible endorsement. Jill and Lesley accepted and were interviewed. Preston and Jim declined the opportunity.

Based on the interviews with Jill and Lesley, and the information publicly available on all four candidates, the CSEA Executive Board voted to endorse Jill Fellman and Lesley Dahlkemper as the candidates to support in this election. Please take some time to learn about all four candidates. There are links to the four candidates' websites below and there will be hot links on the CSEA webpage as well. Also included is a list of candidate forums. Please try to attend at least one of these forums before you vote. Endorsing Jill and Lesley means that your elected leadership believes they will best support Jeffco employees as well as students. Both Jill and Lesley stated in the interviews their

lack of focus and interest in outsourcing Educational Support Professionals jobs. Jim and Preston were not willing to be questioned on the issue.

From this point on I want to make it clear that I am stating my personal viewpoint regarding this election. Jill and Lesley represent a moderate to conservative point of view regarding public education. A review of their websites makes this quite clear. Both have extensive experience with Jeffco Schools as well as other areas of education in general. Jeffco's Board of Education needs the experience and expertise Jill and Lesley will each provide as a board member.

I believe that while Preston and Jim are not well known, the information on their websites identifies both candidates as very conservative. Current Board of Education member, Laura Boggs, is actively campaigning for both candidates and the Jeffco Republican Party is calling them "our candidates." The Jeffco GOP intends to hold events and fundraisers for both Preston and Jim.

School Board Elections in Colorado are required to be non-partisan. Candidates do not generally represent an established political party for good reason. Public School District Board Members are elected to represent the interests of the entire community and particularly the community's children.

Jill and Lesley made no claim to political party support. They have democrats, republicans and independents on their screening com-

mittees. They understand that partisanship can get in the way of making the best possible decisions for the community and its children.

I believe Preston and Jim will be compromised by engaging in partisanship. They will be beholdng to the conservative republican agenda. Making decisions that are prudent and reasonable for the entire Jeffco community and their children will be much more difficult for them than it will be for Jill and Lesley.

During these very difficult times, we need school board members who can make decisions for the good of the entire community of Jeffco and our children.

Vote for Preston and Jim and you will help elect school board members who will make decisions supporting that part of the Jeffco community who supported and funded their election.

If my thinking makes sense to you, learn all you can about all four candidates. Use that knowledge to persuade your family, friends and neighbors to vote for the non-partisan balanced candidates, Jill Fellman and Lesley Dahlkemper and not for partisan candidates, Preston Branaugh and Jim Powers.

Candidate Websites

Jill Fellman

www.jillfellman.com

Lesley Dahlkemper

www.dahlkemperforjeffcoschools.com

Preston Branaugh

www.PrestonForJeffcoSchools.com

Jim Powers

www.jimpowersforjeffcoschools.com

YOUR RIGHT TO VOTE!

**THIS ELECTION
IS CRITICAL!!!**

**VOTE FOR
CANDIDATES
WHO
UNDERSTAND
THE
IMPORTANCE
OF CLASSIFIED
EMPLOYEES!**

As Americans we have the privilege to choose our government representatives. This is a freedom that we must exercise if we wish to have our voices heard. We also have a responsibility to be informed about the candidates and issues that impact our lives as well as our community.

This fall Jefferson County will be electing two new school board members. This election is critical and will greatly impact the climate of our school district.

There are four candidates on the ballot:

Jill Fellman and Preston Branaugh for district 3
Lesley Dahlkemper and Jim Powers for district 4

If you live in Jefferson County you may vote for both offices even if you aren't in their district. There are several Candidate Forums scheduled across the county over the next six weeks. I encourage you to attend one of these forums. You may find more information about them on the Jeffco Home page.

CSEA has officially endorsed JILL FELLMAN and LESLEY DAHLKEMPER for the school board.

All four candidates were invited to attend a forum held by CSEA. Jill and Lesley both accepted the invitation and addressed many issues that affect classified employees.

Both of these candidates consider classified staff members not only important stakeholders in the education arena but vital to the success of our schools. In this economy where our school district is looking to cut an estimated \$70 million over the next two years we need school board members who understand the importance of the jobs we do and who will support us in our efforts.

If you are not already a registered voter I encourage you to register by the October 3 deadline so that you may take part in this important election. For registration information, go to www.jeffco.us/elections or call 303-271-8111. Ballots will be mailed out to all eligible registered voters beginning October 11, 2011.

Campaign Do's and Do Not's

DO's

- Employees are allowed to give undisputed factual responses about a campaign issue on school telephones in response to unsolicited telephone inquiries.
- Employees may make telephone calls stating their position with respect to a candidate or ballot issue on their own time and on their own personal telephone.
- During the work day, employees are allowed to respond to unsolicited questions with strictly factual answers regarding a campaign issue. Such responses must not contain partial conclusions or otherwise tend to urge a particular vote.
- Presentations which express a position on a campaign issue or candidate may be made outside of employee work hours.
- Employees and employee organizations may distribute materials on their own time to promote or defeat a candidate or ballot issue outside of school grounds as long as the distribution is not done in connection with any school activity.
- Employees may encourage citizens to register to vote and give them information on registration, absentee voting, and polling locations.
- Employees may make personal contributions to any candidate or organization supporting a ballot issue.
- Employees should respond to Public Records Act requests from candidates or election organizations in the same manner they would respond to such a request from a member of the public at large.

DO NOT's

- Employees CANNOT work to promote or defeat a candidate or ballot issue during work time or while using school telephones.
- During work time, employees CANNOT work to promote or defeat a candidate or ballot issue. "Work hours" include all times employees are on duty during regular hours or in attendance as a work requirement beyond regular work hours.
- School materials and equipment CANNOT be used under any circumstances to prepare, post, sort, or distribute any materials or information expressing a position concerning an election. This includes the use of paper, copy machines, typewriters, telephones, bulk mailing permits, etc.
- Employees SHALL NOT take any stand on a candidate or ballot issue with students while on duty.
- Employees SHALL NOT distribute to students during work time any materials which express a position on elections issues.
- Employees SHALL NOT enlist the services of students, either during school time or outside of school hours, to work on any campaign. (Pro and con organizations may enlist student help.)
- Employees SHOULD NOT wear, display, or distribute campaign materials at the work site.
- Employees may not solicit or accept cash or other campaign contributions during work time.
- Employees MUST NOT release students' and employees' names, addresses, or telephone numbers unless such information is contained in a directory otherwise available to the public.

**Classified School Employee
Association**

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School Board Candidate Open Forums

- **September 29, 7 p.m., Wheat Ridge**, City Council Chambers, Wheat Ridge United Neighborhoods
- **October 2, 12:30 p.m., Golden (Applewood)**, Jefferson Unitarian Church (JUC), 14350 W. 32nd Ave., JUC Social Responsibility Council
- **October 3, 7-8:30 p.m., Lakewood**, Shepherd of the Hills Church, 11500 W. 20th Ave., Jeffco League of Women Voters (LWV)
- **October 5, 7-8:30 p.m., Littleton**, Columbine Library, 7706 W. Bowles Ave., Jeffco LWV
- **October 13, 7:30 p.m., Lakewood**, Holy Shepherd Church, 920 Kipling St., Jeffco American Association of University Women (AAUW), Lakewood branch
- **October 15, 10:30-11:30 a.m., Arvada**, Arvada Community Food Bank Community Room, 8555 W. 57th Ave., Jeffco AAUW, Foothills branch
- **October 18, 7-8:30 p.m., Evergreen**, Evergreen Fire/Rescue Auditorium, 1802 Bergen Pkwy, Jeffco LWV