

## Announcements

### Bargaining Budget Brief #2 –

#### What Are Mid-Year Budget Modifications?

Each year, D11's budget is modified in January to reflect actual student count and tax revenue, not estimates adopted the previous June. (For last year's modifications, you can view them [here](#).) Again this year there are additional, previously unbudgeted funds at mid-year. The Board of Education will approve these modifications in January 2018, along with allocations from the MLO. To our knowledge, the administration anticipates allocating \$3 million dollars of approximately \$7 million for general fund purposes like textbooks and capital improvements. In the past, these funds have included additional compensation. These revenues come from various places, including increased specific ownership taxes, unanticipated one time monies, and other carryovers. For example, this year sees a \$1.3 million tax refund that the administration recommends moving immediately to capital reserves. Additional specific ownership tax money totaling \$3 million is also coming to D11, at least some of which is being considered for compensation for administrators, a group specifically left out of the MLO. General fund monies offer approximately \$3 million additional mid-year modifications. While the MLO brings in money desperately needed to back-fill the years of depleted funding from the State, the bulk of funding for D11 continues to come from the traditional sources we negotiate every year.

#### Got Conflict? - Peer Facilitation Cadre Reminder

Is there a situation between you and a colleague at your workplace that is causing you stress or anxiety? Do you have a dispute with a co-worker that is causing your work or workplace to suffer? CSEA has a Peer Facilitation Cadre that can help you and a coworker identify core issues, find common ground and work for a solution that will resolve these issues. This voluntary cadre consists of trained peer facilitators who will work with you confidentially to help bring about a solution to the disagreement. Please contact your AR or [CSEA](#) for additional information.

#### Ho! Ho! Ho!

It's North Pole time and once again we are offering discounted tickets for CSEA members and their families for this local amusement park. The tickets are available for \$17 each, which means they are a \$5 savings off the normal admission price for everyone two through 59 years old. Children under 2 and those over 59 are free. The tickets are non-refundable and must be used by December 24. North Pole dates and times can found [here](#).

Tickets are limited and are available on a first come, first served basis. We will not be placing a second order. Please email [lzeitz@coloradoea.org](mailto:lzeitz@coloradoea.org) to make arrangements to purchase your tickets, which should be paid for by a check made payable to CSEA.

## Events

### Know Your Rights – Federal Civil Rights Law

December 11, 2017 6:00 p.m. – 7:30 p.m.

East Library, [5550 N. Union Blvd.](#)

- U. S. Attorney's Office, District of Colorado
- U.S. Department of Education, Office for Civil Rights
- U. S. Department of Health and Human Services, Office for Civil Rights
- U. S. Department of Housing and Urban Development, Office of Fair Housing and Equal Opportunity

Learn about federal civil rights laws, including those covering discrimination and harassment in education, health care, and housing. Meet with agency representatives and gain a better understanding of your legal rights and the complaint and investigation process.

### Educating Children of Color Summit

Saturday, January 13, 2018

8 a.m. to 4:30 p.m.

Colorado College

The purpose of the Educating Children of Color Summit is to encourage all youth, especially children of color and children in poverty, to pursue higher education; to support teachers to be successful educators; and to educate parents on what it takes to be college-ready and to help their children transition to a successful future.

Additional information will be publicized at a later date. For additional information or to register, visit [www.educatingchildrenofcolor.org](http://www.educatingchildrenofcolor.org). The deadline to register is December 23, 2017.

## Articles

[Douglas County School Board Ends Controversial Voucher Program](#)

[10 Everyday Discounts You're Missing Out On](#)

## Contract Fact

### Article IX.F.4. Inclement Weather

Inclement Weather - May be granted by the Superintendent because of inability to attend school as a result of inclement weather or other unusual circumstances. No more than five (5) days per teacher may be granted annually and compensation for these days shall be at the individual's salary rate minus the substitute's pay.

[www.cseateacher.org](http://www.cseateacher.org)

[csea@coloradoea.org](mailto:csea@coloradoea.org)

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