



SEPTEMBER 2023



In The Know

CSEA's County Office of Education Committee Newsletter



EDITOR'S COMMENTS

by Ruth Gloria

We begin this new school year with a notation from the 97th Annual Conference:

"This year, we had nearly 1,900 in total attendance. Together, we renewed our commitment to CSEA, reconnecting with old friends and making some new ones. We elected new Association Officers, voted on resolutions, adopted a budget and set a course for the future that focuses on strength and inclusivity. But that's not all! You helped us raise a record \$123,197 in donations to the Humanitarian Fund – a tremendous gift that will help hundreds of fellow union siblings when they face a life crisis."

Your COE Committee Liaison members: Catherine Wind-Muro, San Bernardino County Superintendent of Schools Chapter #633, representing Areas B & F; Ruth Gloria, Retired, Stanislaus COE, Chapter #668 representing Areas D & E; and Maranita Porter, Retired, Los Angeles COE Chapter #624 representing Areas G & H were available to answer delegate questions about COE's and our role as Liaisons at our booth. 176 delegates walked away with Hershey's chocolate candy rocks to coincide with the provider area theme: "Mining for Benefits."

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Thank you Catherine Wind-Muro for the candy rocks - it sure made for a conversational piece



CSEW 2023

INDISPENSABLE & INSPIRING INVINCIBLE

CSEA's 97TH ANNUAL CONFERENCE, RENO, NV



L_R: Dianne Warner and Joy Bills have fun visiting the vendor booths - Theme, Mining for Benefits



Delegates are ready for day one; photo credit Ruth Gloria



Area E Region 17 Delegates photo credit: Dianne Warner



Pres. Adam Weinberger calls the delegates to order



Area E, Region 17 at dinner break photo credit Dianne Warner

COE Member is Humanitarian of The Year!



Jennie Curto of San Luis Obispo COE, RR- Area I, Region 26 holds up card for her Area delegates.

CSEA's 2023 **William P. Schwartz Humanitarian of the Year Award** was presented to **Jennie Curto** of San Luis Obispo COE Chapter 444. Curto is a tireless volunteer who serves as a donation recruiter for young women surviving sex trafficking, contributes her time to providing meals for the homeless and local food bank.

"Jennie would rather spend time doing all that she does in advocating for basic human rights and needs, speaking for those that can't, than doing something for herself," wrote Lucia Mar Chapter 275 member Maribel Ortiz in her nomination of Curto.



COE Committee: L-R Ruth Gloria, Catherine Wind-Muro and Maranita Porter



COE Committee member, Ruth Gloria, with Jose Luis Pacheco, Left, and Kevin Palkki, background, both on the CalPERS Board.

This year CSEA held its first Women's Conference and the COE Committee reached out to delegates to get their feedback



Sandra Rodriguez, President of Butte COE, Chapter #436

Q. What was your first impression with the Opening Ceremonies and the conference floor setting?

A. I really like the way the conference floor setting was, it was nice to sit next to other women that share the same vision as me. It was very organized; the setting made it easy to engage in conversations with each other and the presenters as well.

During the presentation by the key note speaker, Dr. Christine Coleman, we engaged in the conversation of how to make us feel better and the importance to know how much we have accomplished.

Thinking about this made me realize that all

the women that attended the conference shared similar situations, from feeling overwhelmed with all the different task that we must do at our jobs, to feeling exhausted from doing it all -- at the work place and home. Feeling that we have no support from anyone and yet still waking up every day to do it all over again. Because, after feeling exhausted and seeing that "one smile" in the kids that we help, makes it all worth it! That is the reason we are at work to help all of those students that depend on us. Seeing them and hearing them giving us a compliment about our work makes us keep going.

Q. Did you attend Ed Days? If so, which ones?

A. During the different workshops that we had, I really enjoyed the SchoolsFirst presentation, it

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WOMEN'S CONFERENCE

2023 | CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Reno, NV | July 28 – 30

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gave us an overview of how to take control of our financials. I learned how to incorporate goals into my budget so that I can have a savings for emergencies. We must plan for the things that we can't control, such as layoffs and health issues.

Q. What did you like about our Democratic process?

A. This is the first women's conference and I can't wait to go back! It was very empowering to know that we have a support system within our union. We are all here for each other to help and lift up our sisters that need that extra support to keep going.

Q. What will you take back to your Chapter to share?

A. I was able to download the presentations to share with my chapter. I will be sharing the presentations at our first meeting to give our members that **extra boost of energy** and **motivation** to **beginning** a new school year.

Q. If CSEA provides another Women's Conference again, would you highly recommend it, if so, why?



Sandra, holding the mic, is on stage role playing -- how a manager should ask an employee if they can stay late to work on some technology issues? How to do it politely and taking into consideration the time of day and the employees daily activities.

A. Yes! It was a great way to show how much work we can do. It was very empowering to see and hear the speakers. I was able to identify with everyone there. It was a great reminder of how we can change the way society see us as women. We need to show society that **we can and will do** every thing that we set our mind to.

Q. Tell us a little bit about yourself.

A. I have been with Migrant Education for 12 years. I have helped parents connect with their kids' teachers, district personnel and community leaders. I help/conduct parent's monthly meetings with different topics such as, how to help your kids with their homework,

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WOMEN'S CONFERENCE

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communication between parents and students, what to ask your kids teacher during Parent Teacher Conference, Health presentations like, healthy foods, how to brush your teeth, Diabetes, cholesterol, and breast cancer.

I enjoy helping our migrant parents and students. It gives me a sense of purpose in life.

I truly believe that my purpose in life is to help others in whatever I can.



L-R: Association President Adam Weinbeger and Sandra Rodriguez



Clockwise: Claudia Davis, Sandra Rodriguez, Arlina Montez and Arlina's best friend

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Save The Date!

CSEA's 27th Annual Paraeducator Conference will be held in-person at the Ontario Convention Center March 12-14, 2024 and is open to all classified staff. Visit csea.com/paraconference.

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WOMEN'S CONFERENCE

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Hello, my name is **Joy Bills**. I am an Early Intervention Program Assistant in the Infant/Toddler Department at M. L. Annear School. I was one of the 150 CSEA members selected to attend CSEA's Inaugural Women's Conference, "Empowering Essential Women".

The opening speaker was Dr. Christine Coleman, Founder and CEO of POC Thriving. She spoke on the subject "Empowerment Cultivated in Community" and it was empowering. She founded SOL Sisters, empowering women through inclusive experiences and a community of sisterhood.

We were able to take three different breakout sessions. Mine were:



- **The Reality of Work-Life-Union Balance: A Conversation About Success and Sacrifice** – Which was an open conversation about the reality of work-life balance.
- **Taking Control of Your Finances** – Where we learned how to create good money habits as the key to financial success as well as reviewed how "SchoolsFirst" can help support our financial education.
- **Aggression Mitigation and Safety Training for School Employees** – We were educated in how to manage fear when faced with aggression, violence prevention, and de-escalation tactics. Also, learned physical interventions based on instinctive, gross-motor movement that can be deployed regardless of physicality and athleticism, to ensure the safety of staff and students, and to mitigate the legal and professional consequences of an aggressive encounter. Katie Hurd - Blauer Tactical was a fantastic teacher and I learned a lot of valuable and useful information.

"I hope that when they have another Women's Conference you will be able go and learn as much as I did."



Left picture: Joy Bills, member of Chapter #668, Modesto and Katie Hurd-Blauer, teacher

Right: Women's Conference attendees were able to choose up to three breakout sessions.



WHAT IS HAPPENING IN YOUR CHAPTERS?

Chapter #668 Realigns Paras

**By Terri Stone,
President of
Stanislaus
County Office
of Education,
#668,
Modesto.**



Recently Stanislaus COE & Chapter 668 worked together to approve a realignment for some of the Classified Unit Para Educators. At the John F. Kennedy School site, the most severe behavioral students attend from ages K-22 yrs old. The Para Educators deal with severe behaviors every day that require this group of Classified employees to have ongoing training; which, is required to continue using safe techniques, proactive strategies and allowing more choices to eliminate as many serious outburst & behaviors as possible. The goal is to get the students behaviors under control, working on goals & objectives to make these students able to go back into a public school setting.

SCOE put forth a more detailed Job Description identifying everyday duties along with additional safety training's, data collection & goal implementation to assist in the student success. In doing this it quantifies the Classified Para Educator working at this site an increase from a Range 7, starting at \$19.77 and going to a Range 13 which starts at \$25.13.

The hope is to establish a qualified applicant applying would understand the depth of the position and what it requires of them on a daily basis.

At the same time, SCOE put forth a very detailed job description for the Classified Behavior Support Program Assistant (BPSA) assigned to this same site.

Due to the continued support & role that these employees play, the position identifies continued safety training's, creation of student support programs, data collection, transcribing into student files and creating icon & choice boards for student classroom & behavior support. This position is moving from a Range 8 which starts at \$20.60 and going to a Range 14 which starts at \$26.55.

Both of these changes took effect July 1, 2023. The positions have also been given an addition to the current Job Title identifying them as **Para Educator Severe- Specialized Services - JFK** and **Behavioral Support Program Assistant- Specialized Services- JFK**.

Due to the fact that JFK has been severely understaffed since COVID, SCOE felt that having a proper "Job Description" for the staff who work at this site will draw applicants who know what the position really deals with on a daily basis and the duties & continued training look like up front.

Chapter 668 & SCOE are continuing to work together to recognize the importance that all of it's Classified Employees and their daily role of this agency.

WHAT IS HAPPENING IN YOUR CHAPTERS?

UPDATE: Chapter #633 PERB Case

**By Catherine Wind-Muro, President
CSEA Chapter 633,
San Bernardino
County
Superintendent of
Schools**



PERB case regarding **Holiday Pay** with The [San Bernardino] County. We had a meeting on May 18, 2023, at 10:00 a.m. Your Negotiations Team members *were all present and accounted for* at approximately 9:30 AM, whereas The County representatives *were carelessly late*, about an hour and fifteen minutes, waiting on two of their members. We feel that this is a sign of both disrespect and disregard for our members and the current issues that we are attempting to address in negotiations. When we finally began the negotiations, The County representatives wanted to use our COLA of 8.48% for our **Holiday Pay**. We responded with a **"NO"**, they cannot use our COLA to broker a deal in their favor. Your team did ask if they were going to give us an additional 8.48% for our **Holiday Pay**, and they said **"NO"**. Due to the direction of the negotiations, your Negotiations Team **did not** want to waste any more time regarding the issue because The County had already wasted valuable time by not being completely present and accounted for and by not starting the meeting promptly and properly. We ended the meeting early.

Negotiation Team members:

Catherine Wind-Muro, President, Chief Negotiator

Stephanie Deal, Vice-President, Paraeducator

Joe McCoy, Past-President, retired Paraeducator

Amber Covarrubias, Braille Specialist

Maria Aguilar, SLPA (Speech Language Pathology Assistant)

Judy VanZitteren, SLPA

Sonia Toyama, Treasurer, Braille Specialist

Lori Matheny, Retired Braille Specialist

Judy Mashtalier, Past Treasurer, Paraeducator

Hoang Uyen Nguyen, Secretary, Early Start



Communications Award Recipients

This year, a total of 75 entries were received from 21 chapters and two retiree councils. The Communications Committee commends all who entered the competition. A special congratulations to the COE chapters who were recognized.

Award of Excellence for Web

Irenea Herrera www.csea.com/chapters/35
Monterey COE Chapter 35 Area C, Region 70

Award of Distinction – Best Design Newsletter

Irenea Herrera
[In Otter Words](#)
Monterey COE Chapter 35
Area, C Region 70

MEMBERS MATTER

Meet **Mary Ngeth**, a member of Stanislaus County Office of Education, Modesto, #668 and a **first time delegate -- a "Newbie" to Conference.**

I'm a Paraeducator Severe at Margaret L. Annear site in Ceres.

My first impression with the 97th CSEA's Opening Ceremonies and the Conference floor setting is that I was happy with how spacious the floor setting was that it didn't feel like it was cluttered. It was divided nicely by the Areas and it showcased how United we are as a Union.

I attended the Active Shooter ED Day. I was very informed and intrigued about how things like this happen at school. I enjoyed learning the techniques of how to survive in that setting such as situational awareness of knowing where the exits are and the importance of the meaning, "fight or flight."

What I like about our Democratic process is that everyone has a voice to talk about what they like and don't like. Everyone listens to each and everyone's opinions whether pro or con. I was once a **visitor** and now as a **new delegate**, I enjoyed the experience of **voting together** as a whole rather than an individual.



L-R: Mary Ngeth and Maria Ochoa are both "newbies" to CSEA's 97th Annual Conference

What I would take back to my Chapter to share is my experience of how united we are as a Union and that your voice is always heard.

November 2023, I will have three years at SCOE.

As a Paraeducator at MLA, I work with students ages 3-5 years. I help the students with their developmental growth by monitoring and assessing the students' behavior, creating an engaging and learning environment, and evaluating the students' learning progress by conducting a series of tasks.

I chose this line of work because I enjoy working with students and helping them developmentally learn and grow. I want to make a difference in these students lives and leave a lasting impact.

I enjoy playing tennis, going to the movies, and going out to try new eateries.

Thank you Mary Ngeth for your commitment to your Chapter members and CSEA. **You Do Matter!**

MEMBERS MATTER

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Mary, **pictured above**, with a concentrated look as she is listening to one of the delegates who was weighing in on a resolution, and they were very passionate in their response, and I was listening attentively on what they were saying.

Below: Mary and her husband, Bobby Stone. We have been together for seven years and married for three years (July 18, 2020). We met online on a dating app and after two years of dating, he proposed to me onstage in a Metalcore Concert in front of 3,000 plus concert goers.

We are dressed for the "Dazzling Decades Gala" dinner representing the 50's era at conference.



Mary is seated on the far right next to her husband, Bobby, who is also a member of her chapter, and next to Bobby is his mother, Terri Stone, Chapter President of SCOE #668 along with other members of SCOE; middle top row, is Area E Regional Rep, Isa Wiechmann.

MEMBERS MATTER

Meet **Maria Ochoa**, of Stanislaus County Office of Education, Modesto, #668, also a **newbie** to this year's Annual Conference is pictured in the middle wearing a green blouse with her family.

Recently, I had the pleasure of attending a CSEA 97th Annual Conference in Reno, Nevada for the first time as a delegate.

I am a ParaProfessional at JFK in Ceres and also the secretary of our Chapter 668 for the past nine months.

Conference was a wonderful experience. I learned new techniques and methods of how our union works. I have never seen a union so united and they treat you like family. Over 1,800 people attended the conference.

They offered ED classes of different categories and the two classes I chose were learning how our retirement works and how to protect yourself from an active shooter. I enjoyed learning and all the information they provided is very helpful. I would encourage our members to attend a conference.

My interest is learning more about our union and having knowledge so I could help my fellow co-workers.

In my spare time, I enjoy playing tennis,



From left to right: Maria's 17 year old twins Julian and Jazlyn, Maria, my 13-year-old daughter Adriana, my older son Mario, he's 20 ; he's the one that made me grandma lol. And, my 1 5-month old granddaughter Laylani.

going to the movies, and going out to try new eateries.

And, I love hanging around my family especially, my grand-daughter.

Thank you Maria Ochoa for your commitment to your Chapter members and CSEA. **You do Matter!**





READ & LEARN



- **International Literacy Day** takes place on **September 8** every year to raise awareness and concern for literacy problems that exist within our own local communities as well as globally.
- **Union Steward Trainings & more. Find the right training for you**
Click here: <https://csea.com/events-and-training/upcoming>
- **Board of Directors Meetings -- Sept. 16** CSEA's Board of Directors meets 11 times a year. These meetings are open to all CSEA members, and attendance is encouraged.
- **CSEA Victory Club needs you**



<https://csea.com/get-connected/join-the-victory-club>

Labor Day (September 4, 2023) is the only national holiday that officially recognizes the contributions of American workers. While there is still work to do, CSEA and its partners in the labor movement are proud of the numerous strides we have made for workers' rights and safety on the job. You can thank unions for the eight-hour workday, weekends, the end of child labor and, yes, paid holidays such as Labor Day.

Some employees take it for granted that their job and the benefits they receive are secure and permanent, but that is not the case.

Every year, basic cost-of-living raises and pensions come under attack. Your membership and participation in CSEA help us fight for better pay raises, pension security, health insurance, sick leave and the other important benefits you and your family rely on.

More importantly, CSEA gives us the opportunity to make improvements for all classified employees and the students we serve.

Why join a union?

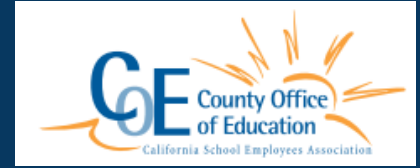
Join for better pay, better benefits, better everything!

Learn more:

<https://csea.com/join-csea/why-join-csea>



Know Your Committee



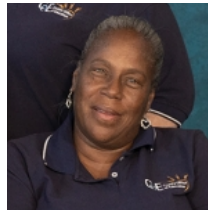
COMMITTEE MEMBERS



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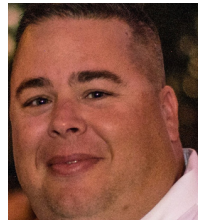
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COE COMMITTEE'S PURPOSE STATEMENT

The purpose of the County Office of Education Committee is to research, educate, communicate and network regarding the issues and concerns of the county office of education chapters — providing a liaison between members, the board of directors, committees, governmental relations and the Legislature, while acknowledging the differences and similarities of county offices of education, community colleges, and K-12's.

"In The Know"

Monthly Newsletter of the CSEA County Office of Education Committee
Editor: Ruth Gloria
Layout: Katie Andersen
Content: Ruth Gloria, Katie Andersen, CSEA Communications

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<https://csea.com/committees/county-office-of-education-coe>

Upcoming Committee Meetings

