



APRIL 2024



In The Know

CSEA's County Office of Education Committee Newsletter

APRIL SHOWERS Bring MAY FLOWERS CO-CHAIR'S COMMENTS

by Irene Herrera

R-E-S-P-E-C-T

Find out what it means to me

R-E-S-P-E-C-T

Take care, TCB, oh

A little respect

(Sock it to me, sock it to me, sock it to me)

Whoa, babe. . .

C'mon, sing it with me! Ode to Aretha Franklin! The way she spelled out **respect** ensured the message was loud and clear. Respect in our relationships builds feelings of trust, safety, and wellbeing. We need to take care of each other before we can Take Care of Business (TCB).

I reached out to Arianne Jacobs Toves, keynote speaker from CSEA Super Session 2023, who presented on "Influencing Culture" and paved the way to CSEA's new Core Values. Her personal stories resonated with the audience, and I'm grateful she was willing to share more with us. Enjoy her contributing article on pg 3.



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Please also find a flyer on the next page for an invitation to our **COE Committee Open House** program on April 3 via Zoom. We look forward to meeting you!

"Without appreciation and respect for other people, true leadership becomes ineffective, if not impossible."
George Foreman



Please join us for an

Open House

Don't miss this opportunity to get to know your COE Committee! We invite you to share the issues and concerns of county office of education chapters. We look forward to meeting you!

Date: Wednesday, April 3, 2024
Time: 7:00 p.m. – 7:30 p.m.
Location: Zoom <https://bit.ly/43dPsCG>



Irenea Herrera
Co-chair
Monterey COE
Chapter #35
Areas B & C



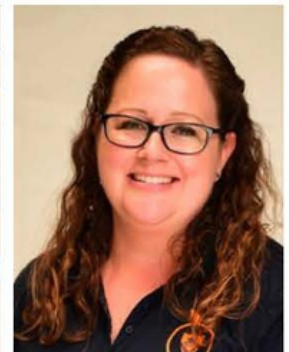
Ruth Gloria
Retired
Stanislaus COE
Chapter #668
Areas D, E, H,
I & K



Catherine Wind-Muro
San Bernardino
County Supt. of
Schools
Chapter #633
Areas F & G



Araceli Garcia
Glenn COE,
Westside
Chapter #718
Area A



Amy Gonzales
Staff Coordinator
Field Director,
Orange Field
Office



Aretha Franklin was RIGHT!

CSEA's Core Value of Respect

by **Arianne Jacobs Toves, MPA, MHC**

CSEA Super Session 2023

Keynote Speaker to over 300 State Elected & Appointed Service Members on the topic, *Influencing Culture: Through Personal Standards, Group Expectations, Core Values & Individual Accountability*



CSEA's Executive Leadership rolled out Organizational Core Values as guiding principles to support the mission, vision and work of CSEA's Membership. One of those values is **Respect**: A natural extension of inclusivity, emphasizing the importance of treating everyone well; We respect our members' and staff's contributions, needs, and the importance of being kind to each other. Aretha Franklin's famous 1967 song with the same title lingers at the forefront of the meaning of this value when she belts out, 'R-E-S-P-E-C-T, find out what it means to me, R-E-S-P-E-C-T, take care of TCB.' What does 'TCB' mean? Taking Care of Business. Let's break down this pop-culture reference to understand how we can apply the 'Aretha Franklin' principle of practicing Respect in our professional relationships.

Annie Gottlieb frames respect by stating, 'Respect is appreciation of the

separateness of the other person, of the way in which he or she is unique.' When we're working in diverse communities, on diverse campuses, in diverse Chapters, there are many things that separate us by our differences. Different personalities, different communication styles, different ways of dealing with conflict. The challenge we face within such diversity is how to find ways to be and show respect for the uniqueness of others, while asking for and working to earn that same respect to be returned towards us.

Here's three reflective questions you can ask yourself to evaluate your practice of showing Respect as a core value of your professionalism:

1) **Do I choose to treat people the way I wish I were treated, regardless of how they're choosing to treat me?** Respect is a choice, and how we choose to treat others is a reflection on our character,

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our maturity, our professionalism, not anyone else's. Choose to treat others with respect, regardless of how they choose to treat you.

2) Am I causing harm by the way I choose to speak or treat others?

Intentional or unintentional, harm is harm. If our words or actions hurt others, regardless if we 'mean' to or not, we are part of the problem. Choose to make a difference by choosing to be kind with your words and your actions.

3) Is the example of my words and my behavior a reflection of the legacy I want to leave? Maya Angelou stated, 'People might remember what you say, they may remember what you do, but

people will always remember how you made them feel.' Choose respect, to make others feel valued, included, welcomed, and you'll be remembered for the generosity you gave with your words and your actions, for all the right reasons.

When we choose to be respectful, regardless of the ways we're being treated, we reflect CSEA's core value as a guiding principle of our professionalism. I challenge you to write this mantra down and begin repeating it daily to require **Respect** as part of your daily practice: The time is now, the place is here, change begins with me. I must choose respect as being part of the change, or else I am a part of the problem.



INCLUSIVITY - Answer Key (March 2024 Issue)



RESPECT - WORD SEARCH

Have some fun with Respect! Hidden below are 16 words related to this CSEA core value. Can you find them all?

N U G F Q W R N Q G X B F B O S H E O I
 Y Y C A Y U M B B U W R E V E R E N C E
 Z H Z V F U O K F Q P M O E P M K P R B
 W P B O V V U G D I G N I T Y V V W V O
 I W D R A C C L A I M B Q F Y J T G H I
 H P C K D C R U K O C V B I C W V T C U
 S L V I N C L U S I V I T Y B H O N O R
 D H T T H O U G H T F U L N E S S V S C
 Z D I U O J T E D G K Z A B L Z K L V Z
 N S R K P Q F M X H I R N R D W O A A D
 J K A N D N C K S B H Z I F E E W X L K
 L S E J C O U R T E S Y K J Z S G C U A
 W S A D M I R A T I O N V K C S P N E E
 H I Z A I H Y B J H U G S R U C F E H M
 A T T E N T I V E N E S S M T W L C C Y
 H I W F C X J J H S R E G A R D F T E T
 C O A E E L L G O Q L C W Y B K O Q D R
 S P U R C R O Q Y N Y D X B U O A H X J
 E U N I O N A P P R E C I A T I O N G G
 A N D G O A B M P W F F T X K X U K G F

THOUGHTFULNESS
 INCLUSIVITY
 COURTESY
 DIGNITY

HONOR
 CSEA
 ATTENTIVENESS
 ADMIRATION

ACCLAIM
 RESPECT
 UNION
 APPRECIATION

REVERENCE
 REGARD
 FAVOR
 VALUE

WHAT'S HAPPENING IN YOUR CHAPTERS

CSEA Welcomes Colusa COE Chapter #799

There comes a time in our lives when we need a fresh start -- to re-energize; and, that is exactly what this chapter did!

Background: Previously, the chapter had entirely disbanded. After several years; a few members gathered and decided they wanted to work as a unit.

With the assistance of the Area A Director, Ron Walker, LRR Crystal Ferrer, and RR, Jodie Miller, the chapter held its first meeting on February 13, 2024, at El Jaliscience Mexican Grill Restaurant, in Arbuckle, CA.

Discussions consisted of Chapter Bylaws and chapter dues. The members were informed that the chapter bylaws can be changed and some articles cannot be changed. In order to make these changes, a committee was formed. (See right, middle, photo caption.)

Chapter dues can be voted on any time to change the dues -- \$3 monthly dues was agreed upon by a members survey. The chapter is still working on a Tax ID#.

A Negotiations Committee was also formed. (See photo caption below.)

Note: The Executive Board was voted on by the members present during a union meeting held in Colusa on January 19, 2024.



Top photo L-R: Crystal Ferrer, LRR, Patricia Valenzuela, Chapter President and Ron Walker, Area A Director

Photos credit: Araceli Garcia, Area A COE Committee Liaison



Above photo L-R: Members of the **Constitution & Bylaws Committee:** Esther Rocha of Arbuckle; Brenda Valdez of Colusa; Nancy Lopez of Colusa; Licia Dering of Colusa; Patty Valenzuela of Colusa and Ivonne Medina of Williams.



Left photo L-R: Members of the **Negotiations Committee:** Claudia Bernal, Irma Roque, Licia Dering, Patricia Valenzuela, and Esmeralda Muñiz

CHAPTER PRESIDENT LEADERSHIP PROGRAM

CPLP Lecture Series

Making Your CASE

April 23, 2024, 5-7 pm (Zoom)

[REGISTER NOW](#)

Registration Deadline: April 12, 2024

Audiences crave authentic, bold communication, however, many presenters are uneasy speaking in public. Learn proven concepts to help reduce your anxiety and improve your connection with your audience. You will leave this session with several techniques for developing and delivering clear, confident, and compelling presentations that will make you and your communication "audience ready."

Please email training@csea.com with the subject line "CPLP Lecture" if you have any questions.




Matt Abrahams

Lecturer at Stanford
University Graduate School
of Business

Presenter

Matt Abrahams is a leading expert in communication with decades of experience as an educator, author, podcast host, and coach. As a Lecturer in Organizational Behavior at Stanford University's Graduate School of Business, he teaches popular classes in strategic communication and effective virtual presenting. He received Stanford GSB's Alumni Teaching Award in recognition of his teaching students around the world. Outside of the classroom, Matt is a sought-after keynote speaker and communication consultant. He has helped countless presenters improve and hone their communication, including some who have delivered IPO road shows as well as Nobel Prize, TED, and World Economic Forum presentations. He also consults for the United Nations' Secretary General's Strategic Planning and Communication Office.



OFFICER SKILLS TRAINING
Twin Rivers Unified School District
March 2-3, 2024

Chapter Presidents and Vice Presidents from Merced to the Oregon border showed up because they wanted to support their chapters the best they can. Photo Credit: Jennie Curto, Area I, Region #26, RR; Mentor RR and Chapter President for San Luis Obispo COE #444. Jennie also led the training! Congratulations **Jennie Curto**, the new Alternate Area Director for Area I!



POST-RETIREMENT CHECKLIST

1. Financial Well-being:

- Review and update your budget to reflect post-retirement income and expenses.
- Log into www.mycalpers.ca.gov to check your monthly paystub inside your mycalpers account.
- Check www.csea.com/memberbenefits to see the everyday discounts CSEA offers with your membership in the retiree unit.

2. Legal and Administrative Matters:

- Review and update your “Will,” considering any changes in assets or beneficiaries.
- Part of your CSEA membership includes access to CSEA’s Legal Referral Program. When you call the Legal Referral Program line, an attorney will consult with you about your legal matter and provide information and guidance about legal resources available in your local area. Call the CSEA Legal Referral Line at (800) 632-2128 ext. 1274
- Establish or review your Power of Attorney to designate someone to manage your financial affairs, if needed.
- Designate your CalPers Special Power of Attorney: A CalPERS Special Power of Attorney form allows you to designate a representative to conduct your retirement business if you're unable to do so. Remember, the CalPERS Special Power of Attorney form is CalPERS-specific form intended for use only by CalPERS. Visit calpers.ca.gov/poa to access this form.
- Verify the beneficiaries listed on your retirement accounts, insurance policies, and other important documents.

3. Healthcare Planning:

- Ensure that your health insurance coverage is in place and meets your needs.
- Please take the time to thoroughly review your Medicare benefits. As a member of CSEA, you have the privilege of accessing our complimentary Medicare advocate services by dialing (800) 707-2360. They can assist you in evaluating Medicare Plans and guide you through the paperwork process at no cost.
- Discuss end-of-life healthcare preferences and consider creating an advance healthcare directive.

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- If you require support with a hearing device, take advantage of CSEA TruHearing discounts available at memberextra.com/csea
- CSEA offers a Senior Life Insurance Plan in collaboration with the AFL-CIO for those seeking life insurance coverage. For more information, visit csea.com/retirement or call CSEA Member Benefits at (866) 487-2732.
- CSEA offers access to group dental and vision insurance plans. For more information, visit csea.com/retirement or call CSEA Member Benefits at (866) 487-2732.
- CSEA provides Travel Accident Insurance for your peace of mind while traveling. For more information, visit csea.com/retirement or call CSEA Member Benefits at (866) 487-2732.

4. Emergency Preparedness:

- Create or update an emergency contact list with names and numbers of family, friends, and healthcare providers.
- Share important medical information with a trusted family member or friend.

5. Social and Community Engagement:

- Attend your local council or district meetings to hear from speakers on topics relevant to retired classified school employees.
- Assist your local CSEA chapter in upcoming school board elections or protests by volunteering. Consider hosting a table at a CalPERS CBEE event or your former local chapter to promote membership in the CSEA retiree unit. Reach out to your District Director for additional opportunities to contribute to your local area.
- Invite a friend and former classified co-worker to join you at the next CSEA council meeting. It's a delightful opportunity for former colleagues to reconnect and enjoy each other's company.



Reprinted with permission from CSEA Retiree Newsletter Winter Edition-2024.

Editors Note: Use the above article, as a resource, as you prepare to retire. CSEA continues assisting the members even after you retire! Join the Retiree Council; Membership is only \$3 per month from your CalPERS check or \$36 annually. Have questions? Call CSEA Member Benefits (866) 487-2732



READ & LEARN



• Communications Academy

The Communications Committee is hard at work preparing for the **Virtual 2024 Communications Academy April 27 and 28** Ref. Communications Dept., emailed 2/21/24

• GIB 12-24; CSEA Conference Code of Conduct

Inform Members, Retirees, Staff, and all entities participating in the CSEA Annual Conference or events that understanding and acknowledging the Code of Conduct outlines the behavioral expectations set by CSEA.

Ref. Leadership emailed dated: 3/4/24

• GIB 11-24; CSEA Staff Training: May 29-31, 2024

All CSEA staff will be attending an offsite training, May 29, 2024 – May 31, 2024. All statewide CSEA offices will be closed during this time to allow all staff to participate in this valuable training.

Ref. Leadership mail: dated, 2/26/24

• CalPers Pre-Retirement In-Person Seminars for April in Areas F, C, & A for locations click below:

[Pre-retirement Seminar Calendar](#)



Understanding CalPERS Webinar

April 22 @ 12 p.m. (60 min.)
or
5:30 p.m. (90 min.)

Overview

It is never too early to learn how CalPERS pays you later for a lifetime.

Learn all about:

- What benefits are available to you now and in the future.
- The importance of the CalPERS Power of Attorney form.
- How to purchase substitute time toward your pension.
- What information CalPERS uses to calculate your retirement.

Get your questions answered. Hear from CSEA Member Benefits Coordinator, Debb Jachens, as well as additional speakers.

Pre-registration is required

[REGISTER NOW](#)



AFL-CIO

Know Your Committee



COMMITTEE MEMBERS



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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

Content: Ruth Gloria, Irene Herrera, CSEA Communications

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

Upcoming Committee Meetings

April 3 - Open House via zoom

May 1

June 5