



MAY 2024



In The Know

CSEA's County Office of Education Committee Newsletter



CO-CHAIR'S COMMENTS

by Irene Herrera

A **transparent** union promotes honest discussions and consistent conversations between its leaders and members.

Transparency in negotiations is important for union members because they know exactly what proposals their union representatives are requesting and rejecting.

Transparency benefits rank-and-file members, providing information on how they are being represented. When transparency is prioritized, it encourages greater trust and collaboration within your membership.

Do you have a leader who promotes transparency in your chapter? Please let us know, and we would love to feature them in a future news article! You may email the editor [here](#).

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"I find that when you open the door toward openness and transparency, a lot of people will follow you through."

-Kirsten Gillibrand





EMPOWERING GENERATIONS

CLASSIFIED SCHOOL EMPLOYEE WEEK | 2024

Celebrate CSEW May 19-25, 2024

Each May, California salutes the important contributions of classified school employees during Classified School Employee Week (CSEW). This year, we will be celebrating the theme: **Empowering Generations.**

"Classified School Employee Week is when our colleagues and community honor our hard work and dedication to our students," said Association President Adam Weinberger. "We are used to working behind the scenes, but this is our time to be celebrated!"

Classified employees have earned respect as educators and partners in the education community. More importantly, they have become recognized as the essential frontline workers who keep our schools up and running while making a difference in the lives of the students they serve.



About Classified School Employee Week

In 1986, California Senate Bill 1552 (Campbell) established the third week of each May as Classified School Employee Week in order to recognize the vital contributions of classified employees.



COUNTY OFFICE OF EDUCATION COMMITTEE



Open House

The County Office of Education Committee held an Open House on April 3, and several COE chapters joined the virtual meeting. Our visitors included Kristin Bitler and Becki Hadley from Monterey County Office of Education, Denise Nelson from Glenn County Office of Education, Tom Philp from Riverside County Office of Education, and Veronica Rosales from Butte County Office of Education. After the committee member's and visitor's introductions, the committee co-chair gave a quick overview of the committee's purpose. The COE Committee is one of 15 State committees, and members are appointed by the Association President to serve a 2-year term. County offices of education are unique compared to regular school districts and community colleges, and so the committee's job is to research, educate, communicate and network regarding the issues and concerns of COE chapters. The [COE Brochure](#) and [COE Website](#) were shared for references. The [April 2024 issue of "In The Know,"](#) the [COE Committee Newsletter](#) and [archives](#) were also shared as a resource for COE chapter members. There was discussion on how the monthly newsletter was distributed to members.

Members were also given the opportunity to share their COE's concerns such as:

- not receiving full COLA increases
- mismanagement of Migrant Education funding
- contentious relationship with Human Resources
- sexual harassment incident between an adult student with special needs and a classroom aide

Other members shared what they do in their chapters such as a 12 benchmark average to receive fair COLA's and offered to share their contract information. Other contract language included a "me too" clause across administrators, teachers and classified employees. A website link was shared on an article about California law protecting both students and teachers with information on legal recourses to combat sexual harassment.

Your COE committee will research the topics shared at the Open House and will continue to work on solutions.

Please be on the look out for future Open House virtual meetings to be announced soon.



TRANSPARENCY - WORD SEARCH

Have some fun with Transparency! Hidden below are 12 words related to this CSEA core value. Can you find them all?

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

INTEGRITY
 CLARITY
 TRUST
 STRAIGHTFORWARDNESS

OPEN
 ACCOUNTABLE
 HONEST
 LUCIDITY

TRANSPARENCY
 RESPECT
 UNION
 CSEA

WHAT'S HAPPENING IN YOUR CHAPTERS

Glenn County Office of Education, Westside #718



**January 2024
Employee
of the Month,
Rene Irick,
Lead Bus Driver**



Rene's unwavering drive and commitment to excellence are truly exemplary, as she consistently steps up and willingly takes on additional assignments to ensure the smooth operation of our organization. Her dedication to ensuring the safety and well-being of our students is unmatched, as she maintains a deep understanding of bus safety protocols and goes above and beyond to ensure that every student and family is cared for to the best of her abilities.

Rene's warm and compassionate demeanor makes her not only a valuable asset, but also a trusted and dependable member of our team. Her honesty, integrity, and hardworking nature are evident in every task she undertakes, reflecting her unwavering commitment to upholding the highest standards of professionalism and service.

Rene Irick truly embodies the qualities of an exemplary employee, and we are incredibly grateful for her contributions to our organization.

Congratulations, Rene, on this well-deserved recognition!



**November 2023
Employee
of the Month,
Humberto Chavez,
Instructional Aide**



Mr. Chavez's presence on the Hamilton High campus is nothing short of legendary, as he embodies the true spirit of dedication and passion for our school community.

As an esteemed Hamilton alumnus, his love for the school shines brightly through his interactions with both students and staff, fostering a sense of camaraderie and belonging.

Mr. Chavez's unwavering support extends across various subjects, particularly in Spanish and History classes, where his expertise and guidance enrich the learning experience for our students.

Moreover, his invaluable contributions to the SPED program underscore his commitment to ensuring every student receives the support and resources they need to thrive.

Mr. Chavez's impact resonates far beyond the classroom walls, leaving an indelible mark on our school community.

Congratulations, Humberto, on this well-deserved recognition!

Re-printed with permission: Ronnie Stenquist, M.A.
Director of Human Resources, Glenn County Office of Education



Mexico's flag's three colors - green, white, red symbolizes hope, unity, and blood of national heroes, respectively!

Credit: Exquisite Coasts - 21 facts you may not know about Mexico

Cinco de Mayo is a celebration held on the 5th of May each year in Mexico and all around the world where Mexican expats live. Cinco de Mayo is Spanish for "fifth of May". It is primarily celebrated in the state of Puebla, Mexico with some limited recognition in other parts of the country.

What is Cinco de Mayo?

The holiday itself commemorates the Mexican army's unlikely victory over French forces at the Battle of Puebla on May 5, 1862, under the leadership of Mexican General Ignacio Zaragoza Seguín.

It is not, as many people think, Mexico's independence day - that is celebrated on September 16th.

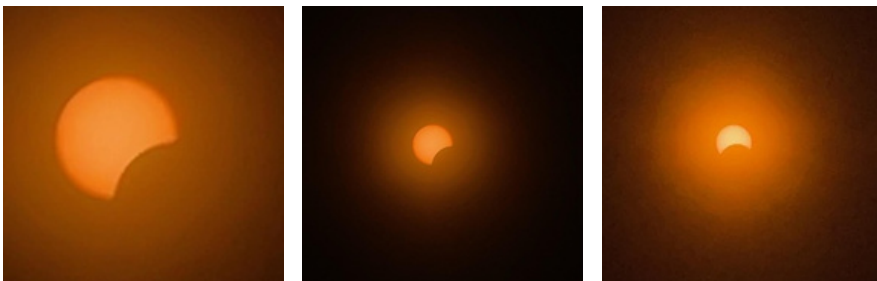
In fact Cinco de Mayo is generally celebrated more in the US than Mexico itself, as a demonstration of Mexican national identity by Mexican immigrants. For the most part the celebrations combine food, music, parades and dancing.

The celebrations tend to draw both from traditional Mexican symbols such as Mexican Hats, Chili Peppers, Maracas and the red, white and green Mexican flag, as well as listening to traditional Mexican mariachi music. So to celebrate, many people display Cinco de Mayo banners while children learn about its historical significance.

Pinatas also often feature prominently in these celebrations. Special events and celebrations highlight Mexican culture, especially in its music and regional dancing. FDR Helped Commercialize Cinco de Mayo.

Although it was celebrated in the United States just weeks after the Battle of Puebla, Cinco de Mayo wasn't officially recognized in the U.S. until 1933. That's when President Franklin D. Roosevelt helped create the "Good Neighbor Policy" which aimed to establish positive exchanges and relationships with our Latin American neighbors.

Credits to Parent.com and Funfacts.com



Beginning time stamped: 10:44 a.m.

Debora Cassel Bow, Retiree of Stanislaus COE Chapter #668 and member of the Retiree Council #5010, Modesto, captured the following images of the Solar Eclipse on Monday, April 8, 2024; images taken by her phone camera with solar eclipse sunglasses over the lens in Modesto, Calif.

CHAPTER PRESIDENT LEADERSHIP PROGRAM

CPLP Lecture Series

Moving a Team from Indecision to Success

May 21, 2024, 5-7 pm (Zoom)

[REGISTER NOW](#)

Registration Deadline: May 10, 2024

Navigating a team from indecision to success requires a delicate blend of leadership and facilitation skills. This presentation aims to unravel the art of orchestrating effective sessions, fostering a safe space for collaboration, recognizing the importance of diverse perspectives, and providing practical techniques to guide teams towards successful outcomes.



Mufaro Nyachoto

Business Consultant
(MSITM, CBAP, PMI-PBA,
CBDA, CBA)

Presenter

Mufaro Nyachoto is a business consultant in the SF East Bay. She believes building trust and collaborating are key to any endeavor. She holds certifications in Business Analysis and Business Architecture. A forever learner, she is energized by puzzles, people's stories, and experiences.

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



it's nice when things go well



but if you never make mistakes



how will you grow?



Nominations are open

Richard C. Bartlett Activist of the Year Award

[Nomination Form](#)



2024 Nominations

Nominations for the Richard C. Bartlett Activist of the Year Award must be **postmarked by June 1.**

The Richard C. Bartlett Activist of the Year Award recognizes members who vigorously advocate in political activities or specific causes important to the mission and goals of CSEA.

Nomination criteria

Nominees must have performed any significant act of a humanitarian nature:

- Assisted in building the union
- Helped to put forward the face of CSEA into the community
- Attended mobilizing events or volunteered in campaigns
- Promoted the Victory Club
- Advanced the labor movement in general by participating in coalitions or other rally-building partnerships
- Involved other rank and file members in union activities



Laurence Twoaxe Unity Award

[Nomination Form](#)



2024 Nominations

Nominations for the Laurence Twoaxe Unity Award must be **postmarked by June 1.**

This award honors an individual (active or retired) who continues the legacy of uniting classified employees through organizing events and activities aimed to improve the lives of CSEA members and the community. Further, this award is to recognize someone who has committed to going above and beyond to the service of others through volunteerism and contributions in the name of unity.

Nomination Criteria

Nominees must have performed any significant act of promoting unity and comradery among members:

- By demonstrating a generosity of spirit and dedication to the betterment of people in need (in particular, CSEA members)
- By organizing events and activities aimed at bringing members together
- By contributing above and beyond in the name of unity

Continue on page 9

Nominations are open

Continued from page 8

William P. Schwartz Humanitarian of the Year Award

[Nomination Form](#)



2024 Nominations

Nominations for the William P. Schwartz Humanitarian of the Year Award must be **postmarked by June 1**.

The William P. Schwartz Humanitarian of the Year Award is given to a person who continues founding father Bill Schwartz' legacy of unselfish concern and reflects a noble desire to improve the lives of CSEA members and/or the community at large. The recipients of this award have performed a significant act of a humanitarian nature, including: demonstrating a generosity of spirit and dedication to the betterment of people in need (in particular, CSEA members); being involved in service that has enriched the lives of others and the welfare of humanity and society; or contributing above and beyond in the name of charity.

Nomination criteria

Nominees must have performed any significant act of a humanitarian nature:

- By demonstrating a generosity of spirit and dedication to the betterment of people in need (in particular, CSEA members)
- By being involved in service that has

enriched the lives of others and the welfare of humanity and society

- By contributing above and beyond in the name of charity

2024 MEMBER OF THE YEAR AWARD WINNERS

The purpose of the CSEA Member of the Year Program is to recognize the commitment and dedication of classified employees to the students of California, community involvement, and activism in our fine union.



The Awards Committee has completed its judging and is proud to present the 2024 Members of the Year:

Estibaliz Diaz

Attendance Registration Technician

Riverside COE Chapter 693, Region 33, Area F

Irenea Herrera

Administrative Assistant III

Monterey COE Chapter 35, Region 70, Area C

Congratulations to our very own Irenea Herrera, co-chair of the State Appointed COE Committee; and, Estibaliz Diaz!

Winners will be presented their awards at CSEA's 98th Annual Conference in San Jose, California. A plaque will also be presented to the awardees' superintendent or designee to be proudly displayed at the district office.

Ref: GIB-17-24-0325



READ & LEARN



- **Annual Conference Registration is Live!**

Registration for the 98th Annual Conference is now open! Chapters have been sent a special link to register their delegates online. Chapter Executive Board members received a special link via email to register delegates. Please email memberbenefits@csea.com for assistance if any links were not received.

Delegate registration for chapters will close on July 5.

Ref.: Leadership email, dated, 4/15/24

- **GIB 13-24-0325 Member Intern Program**

The CSEA Member Intern Program (MIP) is designed to provide selected interns a chance to explore the Labor Relations Representative position, to be exposed to the world of CSEA work, to serve alongside a professional whom they respect and hope to emulate, and to be challenged and stretched.

This internship is offered in two cycles (**Spring and Fall**), requiring a tremendous investment of time and energy. The MIP provides members with a real and practical learning experience. **May 10 deadline for Fall.** For more information and resources please go to www.csea.com/mip or contact Nancy Hurd at (408) 433-1210.

- **Memorial Day, May 27**

All CSEA offices are closed in observance



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.

Every effort will be made to ensure that your emergency needs continue to be met during this time. If you have a representational emergency that requires immediate attention, **please contact your Field Office.**

- Costa y Valles: (818) 502-3840
- Fresno: (559) 244-5313
- North Bay: (408) 433-1253
- Orange: (714) 532-7120
- Rancho Cucamonga: (909) 466-2977
- River Delta: (209) 472-6102
- Sacramento: (916) 727-7300
- San Diego: (858) 202-2600
- Santa Fe: (626) 258-3340
- South Bay: (408) 261-7980

If you have a governance or other CSEA related emergency, please contact Executive Manager Michael Breyette at (408) 433-1224. In either case, leave a message and your call will be promptly returned. You can also email at executive@csea.com.

Ref. GIB 11-24-0226 Leadership mail: dated, 2/26/24



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

CONNECT WITH US



[@CSEA County Office of Education Committee](#)



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

Upcoming Committee Meetings

May 8-9, Sacramento

June 5

July 28 & 29:

Visit the COE Committee Booth at the Annual Conference, San Jose