



NOVEMBER 2024



# In The Know

CSEA's County Office of Education Committee Newsletter



## CHAIR'S COMMENTS

by Katie Miller Andersen

November is a month when we focus on gratitude. It's also a time when we, as a community, cast our votes for government leaders.

When thinking about those two ideas together, I can share my thankfulness to the folks who came before me in order to enact the 19th Amendment, giving me, a woman, the right to vote. It seems odd that women have only been able to vote for just over 100 years, in a country whose government was founded 248 years ago, but at least at some point, someone stood up for future generations and said, "Every citizen of our nation deserves the right to vote."

With such a high stakes election on November 5th, I remind my union siblings that the right to vote is yours to exercise and yours to use responsibly to ensure the rights and freedoms afforded to all, stay that way.

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To those of you who have already voted, I thank you. To those who are waiting until the 5th, I remind you to make your plan, use [CSEA's Voter Guide](#), and exercise those rights that were hard fought. We will not give up and we will not go back! Together, our voice is strong.

# SUPER SESSION UPDATE

By Katie Miller Andersen, COE Committee Chair

## What Is Super Session?

Super Session is designed to train Leaders that have been appointed or reassigned to committees or as Regional Representatives (RR's) by Association President Adam Weinberger **after the close** of CSEA's Annual Conference. This year, Super Session was held in Reno, Nevada at the Grand Sierra Resort.

Pres. Weinberger shared CSEA's goals and vision for 2024-2025 year during the Super Session General Sessions.

## CSEA's Organizational Goals

CSEA's Organizational Goals were shared with Super Session participants - with an added goal compared to last year, Culture. The goals were developed by the Board and will ensure alignment of purpose and resources in everything we do as a union.



COE Committee Members in Attendance (front to back): Committee Member Catherine Wind-Muro, Committee Chair Katie Andersen, Committee Member Araceli Garcia, and Temporary Staff Coordinator Danny Corum.

These goals, in conjunction with our Core Values, will guide the decisions made by those leading our union, including this committee.

**CSEA Organizational Goals**

CSEA's organizational goals express the vision of the union, which ensure alignment of purpose and resources in everything we do. The member/staff partnership is reflected within this document, as the CSEA Board of Directors retain authority to set goals, the Board works with staff to develop objectives, and then staff makes strategies in order to achieve these goals. All member leaders and staff alike have a role in the success of the goals, and educating one another about them.

- Organizing**
  - Purpose:** This goal is all about organizing to build power and strength in the union. Members, staff, and external partners are meant to all be engaged together to keep the union viable and deliver on the mission of the Association.
  - Objectives:**
    - Maintain an education program for member recruitment skills and foster a culture of organizing.
    - Organize to increase membership internally.
    - Strengthen chapters to prevent decertification and identify new external organizing opportunities.
- Visibility**
  - Purpose:** This goal is for increasing the visibility and relevance of CSEA to all classified employees. Marketing the union ensures everyone knows what we do and assists all other goals.
  - Objectives:**
    - Develop a CSEA communications strategy to educate classified employees about their union and their role in it.
    - Enhance the profile of the union through education, training programs, events, and services.
- Culture**
  - Purpose:** This goal is dedicated to cultivating a culture of unity and progressive change within CSEA, rooted firmly in our core values of **empowerment, inclusivity, respect, transparency, and innovation**. We strive to ensure that these values are the driving force behind all our actions and interactions and support and actively advance our mission to improve the lives of our members, students, and community.
  - Objectives:**
    - Develop programs that empower members by embracing and integrating diverse perspectives and backgrounds into our strategic planning and community outreach.
    - Encourage innovative thinking and excellence by recognizing and rewarding members and staff who contribute pioneering solutions and foster advancements in our services.
    - Enhance organizational transparency and accountability by regularly reviewing our practices and policies to ensure they reflect our commitment to respect and ethical conduct.
- Support**
  - Purpose:** This goal prioritizes the use of precious union resources. This ensures that we have the knowledge and tools we need to effectively conduct the business of the union.
  - Objectives:**
    - Establish a balanced budget and a spending plan.
    - Ensure our structure addresses our internal and external needs.
    - Evaluate the training and tools needed to perform the work of the union.
    - Recruit and retain highly qualified, diverse staff.
- Politics**
  - Purpose:** This goal recognizes that the entire organization is impacted by the decisions of elected representatives from the state budget, to our legal rights, and the school boards who are our employers. We're in the fight so that we have a say.
  - Objectives:**
    - Develop, advocate for, and implement a legislative agenda that advances CSEA's goals and strategies.
    - Elect pro-education decision makers at all levels, regardless of party affiliation.
    - Implement enacted legislation, budget measures, and ballot initiatives.

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## COE Committee Annual Plan

After large group sessions focused on decision making, budget and cognitive biases, Committees had breakout sessions to plan for the upcoming year. The COE Committee is planning two virtual Open Houses- one in December focusing on CSEA's endorsement policy for COE candidates and another in March focusing on the connections between charter schools and COE's.

We will continue to communicate timely news via our **In The Know** newsletter with themes for each month, beginning in December. As always, we encourage you to keep us in the loop with information about what is happening in your own chapters.

(Continue on page 8)



# MEET THE NEWEST MEMBER OF THE COUNTY OFFICE OF EDUCATION COMMITTEE

**By Everett Sivils,  
Second Vice President  
of Monterey County  
Office of Education,  
Chapter 35 and  
Member, COE  
Committee**



I have been actively involved in CSEA for more than 25 years, contributing to our chapter’s success and advocating for our members.

I currently serve as the 2nd Vice President of our chapter and am part of the Negotiations Committee, where we work to secure the best outcomes for our members.

In addition to my roles on the executive board and negotiations committee, I am actively involved in political activities, including phone banking and canvassing for key issues.

I am a Behavior Specialist, with over 25 years of experience in supporting educators and students, particularly in special education.

What I love most about my job is the ability to support educators and staff in managing challenging behaviors and helping students succeed. The work I do has a direct impact on both the classroom environment and the overall well-being of students.

Outside of work, I’m involved in the community through my membership in the Monterey Pacific Rotary Club, where I previously served as President. Family and community service are key parts of my life, and I enjoy giving back whenever I can.

My wife, Cardis Cruz-Sivils, and I have been happily married for 39 years. We are both U.S. Army veterans and have a strong commitment to serving our community.

Currently, Cardis works as a Physician Assistant in the local area, continuing to make a positive impact on the lives of those around us.

Together, we had one child, Domineque J. Sivils, who sadly passed away on May 21, 2019.

In our family, we also have a cherished Yorkshire terrier named Ruby Blue, whom we love dearly.



Left photo: Wife, Cardis Cruz-Sivils and Everett Sivils have been married for 39 years.



Everett and Cardis’s cherished Yorkshire terrier, Ruby Blue

# SITE REPRESENTATIVES: THE EYES AND EARS OF OUR UNION

A good "entry-level" chapter job is a site representative. Site reps provide a vital communication link between members and chapter leaders. Site reps can help sign up new members through CSEA's New Employee Orientation program. They also keep bulletin boards updated and answer questions at their site or refer co-workers to the appropriate chapter officers or union staff for answers. CSEA provides **Site Representative Training** through each of its 10 field offices.

**By Christina Najera,  
Riverside County  
Office of Education  
Chapter 693**



I work for Riverside County Office of Education Chapter 693.

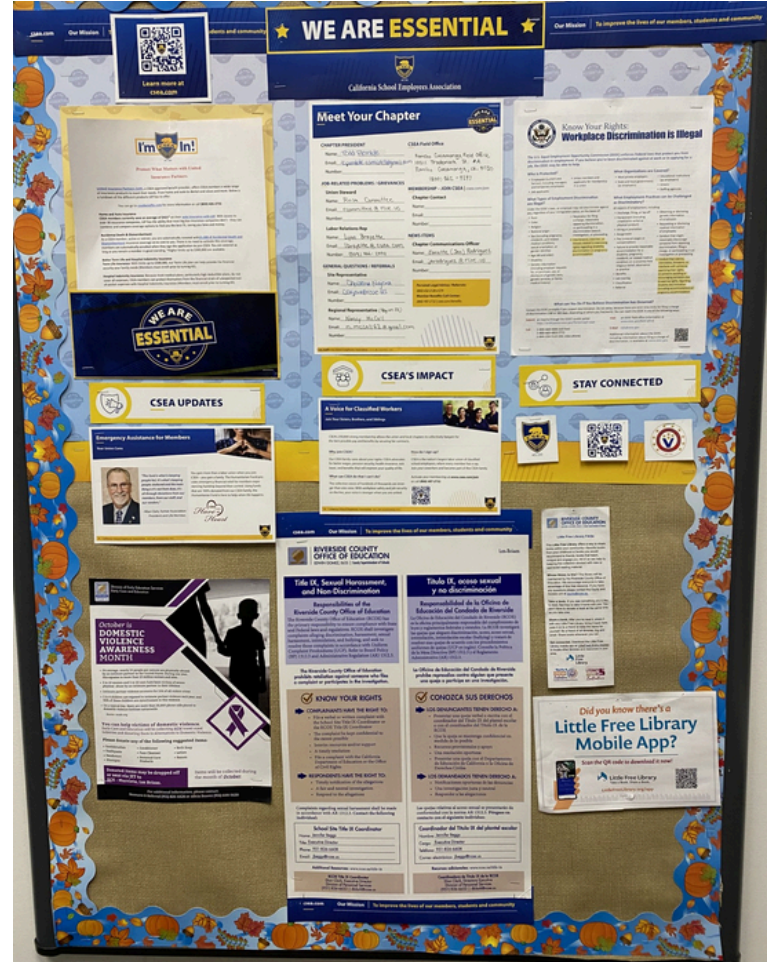
I have been a Child Care Liaison for Early Care and Education Unit/Division of Early Education Services, hired Sept. 13, 2022 and have been a member of CSEA since my hire date.

I was asked to be the site rep by the previous site rep whom was promoted to a position at a different site and accepted the offer. At that time, she forwarded my name on to the Executive Board.

The part of being a site rep that I find rewarding is being able to both share and provide information to members and their concerns or questions they may have. I also encourage other members to vote and give their feedback when the opportunity arises.

I attend some of the chapter meetings via zoom since they are scheduled for mid-day. I am unable to attend in person due to the meetings being held in Riverside and the office that I work at is located in Murrieta, which is about one hour away.

I make sure to read all email communications and reach out by



Bulletin board at the Early Care and Education Unit, Murrieta-La Brisas

email to Executive Board leaders, if I, or other members have questions.

Currently at my site, we are collecting donations for Domestic Violence Awareness Month. The items will be donated to a local non-profit agency; i.e.,

- Toothbrushes • Toothpaste • Deodorant • Shampoo • Conditioner • Face Cleanser • Personal Care Products • Bath Soap • Lotion • Razors

**(Continue on page 5)**

# SITE REPRESENTATIVES

(Continued from page 4)

I have my Bachelor of Arts in Liberal Studies. I also attended the Business Administration program through the School of Career Education/Career Technical Education department at RCOE.

Extreme couponing is a hobby that I've had for almost 10 years. I love getting a great deal, plus saving money on everyday necessities allows me to have extra money for other fun things.

I have three children, two of whom are adults. My eldest son Alejandro has two girls, (I'm a proud grandma) and lives in northern California. My daughter Angelina lives in Nebraska.

My youngest son Israel is seven years old and is in first grade. He is excelling in his swimming lessons. We love going on family adventures. We enjoy spending our time going to zoos, museums, amusement parks, the beach, and playing board games.

We carry extra drinks and snacks in our car during our outings. If we see a homeless person, we give them items. It is now a natural thing for Israel. When he sees someone, he is ready to give them something to drink and a snack.

At RCOE I am also in charge of **The Little Free Library** at our site. It makes me very happy to be able to provide books to the community. I have even picked up book donations from others in the community to stock our library.

Top photo: The Little Free Library that Christina accepts donations to re-supply the Library at their work site



Above: Christina's son Israel, age 7, loves to swim

# MEMBERS MATTER

## By Terri Stone, Retired & Chapter President, Stanislaus County Office of Education Chapter 668



I have been an employee with SCOE since 1999.

First, I was in a sub position in the Special Education division working and filling in for classrooms that needed help; lasting two years.

I then applied for a permanent position as a 1:1 Para Educator; hired on December 17, 2001 in the **Life Skills Program** at John F. Kennedy School. This was a new program introduced to the department and was for students between the ages of 18-22 years old with Special Needs but who had the ability to hold positions in the community doing custodial, store shelf stocking, factory line work and clothing store helpers. After approximately two years, I was asked to apply for the open position within the program to be a Classroom Aide, which would still allow me to work with the students, but also assist the teacher in scheduling the day to day activities, field trips, shopping and assist in scheduling the meetings with parents yearly for goals and behavioral needs. The program continued to grow and the time flew.

In 2011, I was asked to apply for a position called the **Job Developer/Coach**. I designed a vocational program with this job which allowed our students ages 5-22 to be able to learn the simple task of sweeping a floor, setting a table, etc. This position continued to be very successful, but it was getting

to the time in my life that I was ready to move on and retire.

Coming up to my 25th year with SCOE that decision was made.

The main decision that I didn't want to do was change my position with CSEA and our local Chapter #668.

I have been the Chapter President since 2011 and have worked with wonderful people on the board.

The group of people I work with are the best and we are all there for our classified employees.

Our language in place in the Chapter Constitution allows **retired** members to still be active as long as you continue to pay your local dues. My Position as the Chapter President is important to me as the stability I can give the Chapter is my knowledge and now, my flexibility of being a part of all areas of the board; helps our chapter show the **"united strength"** we have!

As long as the membership continues to nominate me for the position, I will continue to support the members.

One of the really supportive reasons I had been thinking of the retirement move was in December of 2023, I was surprised with the news that my son & daughter-in-law were expecting their first child, which would be my first grandchild. **(Continue on page 7)**



# MEMBERS MATTER

(Continued from page 6)

Having the ability to be flexible for meetings and events through the Chapter and now being available to take care of my new grandson, while his parents are working; whom both hold positions in the Special Ed programs with SCOE. He was born on August 25, Robert Lamont Stone III, AKA, "LB", and he has been a joy to spend time with him since then.

Pictured below: LB is one month



My decision was "perfect timing" being able to spend special time I have to also hang out with my father; being able to do things together! And, sharing childcare needs with the other grandparents.

I truly believe that a decision of retiring may not be for everyone. But it's something we all need to do; sit down with family and discuss the situation. Our time on this planet is valuable and we need to remember, it can be short! Make sure you allow yourself that time to evaluate it. I did and it was right decision for me and my family!



Top photo: Grammy Terri enjoys "LB" on her lap.

Thank you Terri for continuing to assist your Chapter members and its leaders -- **You Do Matter!**

Terri Stone is the newest member of the Retiree Council 5010, Modesto!

It's been said, *"You retire from the school District, not the union!"*

## Activate your Retiree Unit Membership!

Membership is only \$3 per month from your CalPERS check or \$36 annually.\*

*\*Hosted by Dropbox Sign*

**Join Now**

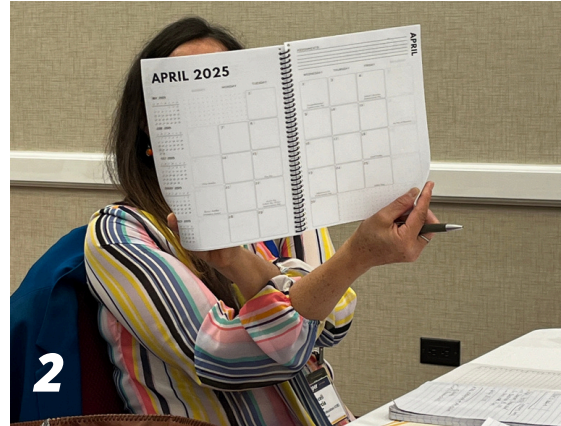
Questions?  
Call CSEA Member Benefits (866) 487-2732

# SUPER SESSION PHOTO ESSAY (Continued from page 2)

Here are a few more moments from Super Session, captured in snapshots. Our Committee came back renewed to our commitment to serve our members through research, education, communication and networking regarding the issues and concerns of the county office of education chapters. (Photos by Katie Andersen and Catherine Wind-Muro.)



**1.** COE Committee members Araceli Garcia, Catherine Wind-Muro and Katie Andersen were greeted by former COE Committee member Irene Hererra. **2.** Araceli Garcia saves the dates for all of her COE duties in the planner gifted to her by Glenn COE **3.** COE Committee pays homage to the passage of the 19th Amendment with their costumes for the Halloween Gala. **4.** AP Weinberger gives support to COE Chair Katie Andersen. **5.** COE Committee getting ready for the showing of 12 Angry Men - a tool used in Cognitive Bias training.



**Save THE Date**

**COE Committee  
Virtual Open House**

**Wednesday, December 4, 2024**

**630pm-7:30pm**

Meet your COE Committee and learn about CSEA's endorsement policies as they relate to candidates for County Office of Education elected positions. We will also share resources for vetting candidates and have time to share what has worked in your own COEs. It's never too early to start planning a campaign!

**Access via this [Zoom link](#)  
(or email your COE Committee Liaison for details.)**





## READ & LEARN



- **CSEA Endorsements and 2024 Voter Guide**

CSEA endorsed several candidates in this election. Endorsements are listed in the CSEA Voter Guide along with an overview of CSEA's endorsement process. Click Here to View **Voter Guide**

- **Board of Directors Meeting**  
**Nov. 16**, 9 a.m.-12 p.m.; must register to attend online; **in person**, San Jose Headquarters, 2045 Lundy Ave., San Jose.

**All CSEA Offices will be closed, Nov. 11 for Veterans Day and Nov. 28-29 for Thanksgiving Observances.**

- Find the right training for you and your chapter. Click on the link below; must have an account with CSEA

<https://csea.com/events-and-training/upcoming>



Veterans Day is when Americans honor those who have served in the U.S. Military. It is a time to express gratitude to those who have made great sacrifices to preserve our freedom. We honor the brave men and women throughout history who fought in battles, served in the National Guard and the reserves or were stationed in a base, stateside or overseas, and did their part to protect the safety and rights of Americans.

Many military veterans have gone on to serve California's public schools as classified school employees.



COE Committee member, Ruth Gloria with husband, Rey Gloria, who served with the U.S. Air Forces - Aug. 1972-Dec. 1973 then transferred to the Air National Guard in Dec. 1973 - Dec. 1978





# Know Your Committee



## COMMITTEE MEMBERS



**Katie Miller Andersen, Chair**  
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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, Katie Andersen, CSEA Communications

### CONNECT WITH US



[@CSEA County Office of Education Committee](https://www.facebook.com/CSEACountyOfficeofEducationCommittee)



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

### Upcoming Committee Meetings

**First Wednesdays of the Month  
via Zoom**

**Dec. 4 - Virtual Open House**

**March 5, 2025 - Virtual Open House**