



DECEMBER 2024



# In The Know

CSEA's County Office of Education Committee Newsletter



## CHAIR'S COMMENTS

by Katie Miller Andersen

Winter officially starts on December 21- bringing with it dark skies and cold weather. But the season also gives us time and space to pause and look inward.

Pietro Aretino, the Italian intellectual who was also a critic of the powerful once said of winter, "Let us love winter, for it is the spring of genius."

Aretino reminds us that winter, for all its darkness, is not all bad. It is a time when we reflect on the past, carry on traditions, celebrate seasons and prepare for the future.

Winter is a time to come together with friends and family and plant the seeds of hope and courage that will bring us the harvest of change in the coming year.

At the COE Committee, we are hoping that you will plant some seeds of change of your own this winter by joining us on December 4th to learn how your

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chapter can help to elect classified friendly candidates to county school boards and superintendent seats. We are the seeds of change, let's spend the winter as geniuses with a plan. (See pg. 3 of this newsletter to sign up for the Open House!)



# CARROTS, EGGS, AND COFFEE; WHICH ARE YOU?

*A carrot, an egg, and a cup of coffee. You will never look at a cup of coffee the same way again.*

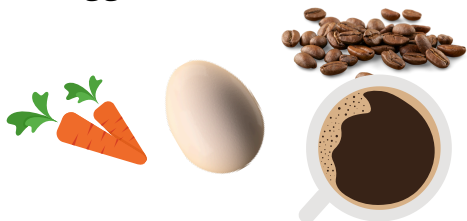
A young woman went to her mother and told her about her life and how things were so hard for her. She did not know how she was going to make it and wanted to give up. She was tired of fighting and struggling. It seemed as one problem was solved, a new one arose.

Her mother took her to the kitchen. She filled three pots with water and placed each pot on a high fire. Soon the pots came to boil.

In the first, she placed some carrots, in the second she placed some eggs, and in the last she placed ground coffee beans. She let them sit and boil; without saying a word.

In about twenty minutes, she turned off the burners. She fished the carrots out and placed them in a bowl. She pulled the eggs out and placed them in a bowl. Then she ladled the coffee out and placed it in a bowl. Turning to her daughter, she asked, "Tell me what you see."

"Carrots, eggs, and coffee," she replied.



Her mother brought her closer and asked her to feel the carrots. She did and noted that they were soft.

The mother then asked the daughter to take an egg and break it. After pulling off the shell, she observed the hard boiled egg.

Finally, the mother asked the daughter to sip the coffee. The daughter smiled as she tasted its rich aroma. The daughter then asked, "**What does it mean, mother?**"

Her mother explained that each of these objects had faced the same adversity.

Boiling water. Each reacted differently.

The carrot went in strong, hard, and unrelenting. However, after being subjected to the boiling water, it softened and became weak.

The egg had been fragile. Its thin outer shell had protected its liquid interior, but after sitting through the boiling water, its inside became hardened.

The ground coffee beans were unique, however. After they were in the boiling water, they had changed the water.

"**Which are you?**" she asked her daughter.

*"When adversity knocks on your door, how do you respond? Are you a carrot, an egg, or a coffee bean?"*

**Which am I?**

Am I the **carrot** that seems strong, but with pain and adversity; do I wilt and become soft and lose my strength?

Am I the **egg** that starts with a malleable heart, but changes with the heat? Did I have a fluid spirit, but after a death, a breakup, a financial hardship or some other trial, have I become hardened and stiff? Does my shell look the same, but on the inside, am I bitter and tough with a stiff spirit and hardened heart?

**Continued on Pg. 3**

# CARROTS, EGGS, AND COFFEE; WHICH ARE YOU?

(Continued from Page 2)

Or, am I like the **coffee bean**? The bean actually changes the hot water, the very circumstance that brings the pain. When the water gets hot, it releases the fragrance and flavor. If you are like the bean, when things are at their worst, you get better and change the situation around you.

When the hour is the darkest and trials are their greatest, do you elevate yourself to another level?

*How do you handle adversity? Are you a carrot, an egg or a coffee bean?*

The happiest of people don't necessarily have the best of everything; they just make the most of everything that comes along their way.

The brightest future will always be based on a forgotten past; you can't go forward in life until you let go of your past failures and heartaches.




When you were born, you were crying and everyone around you was smiling.

Live your life so at the end, you're the one who is smiling and everyone around you is crying.

**May we all be COFFEE!**

*~ Author unknown.*





## HOW TO CHOOSE YOUR NEXT BOSS


Did you know there is specific CSEA policy for COE chapters & candidates? Join CSEA's County Office of Education Committee for an informational presentation on endorsing your next candidate for county board of education or county superintendent.

**December 4, 2024**

7 pm - 8 pm

Via Zoom  
RSVP to  
[coecommitteecsea@gmail.com](mailto:coecommitteecsea@gmail.com)

Resources on policy and candidate recruitment will be shared with attendees.



**Join the COE Committee for our first of two Open Houses this year! Find out more about CSEA's endorsement policies and how they relate to COEs. RSVP here in order to get the meeting link. (or email your COE Committee Liaison for details.)**





# ALL IN FOR EQUITY



It was an amazing day of learning at the annual All In For Equity Conference! The event was hosted by the Educational Services Division at Monterey County Office of Education on November 2, 2024, at the Monterey Conference Center.

Educators from all around Monterey County gathered for an inspiring day of connection and dialogue about equity in education.

A light breakfast was provided after checking in and receiving a conference bag with a drink tumbler and notepad.

Keynote speaker, Maestro Jerry Tello, told stories of cultural responsiveness, identity, and inclusivity. Attendees were offered two breakout sessions followed by a delicious lunch and enjoyed networking.

There was also a community celebration recognizing local school districts that collectively made impressive strides in lowering chronic absenteeism rates and closing equity gaps.

A second keynote, Dr. Jamila Dugan, presented on the possible future of education and an invitation to radically

dream. Attendees were also entertained with student performances of folkloric dance, and a theater performance of a poem.



Pictured are Irene Herrera, CSEA Education Committee, Chair, Chapter 35, Communications Officer, and Monterey County SELPA Administrative Assistant, and Everett Sivils, Monterey COE 35, 2nd Vice President, Behavioral Specialist and CSEA COE Committee Member.

Content and photo credit: Irene Herrera and Everett Sivils

# MEMBERS MATTER



**By Dianne Warner, Retired in 2018 and currently serves as Chief Union Steward for SCOE, 668, Modesto**

The reason I'm willing to pay my local Chapter dues of \$2 a month to remain active within my chapter is because I believe in our union and what it does for our members.

I am able to share information and answer calls when a member has questions; whether, it's about our contract or a question about something that may be going on in their classroom. I believe as a **Chief Union Steward** it is my job to keep all members informed on things going on and also to train and help our Stewards when needed.

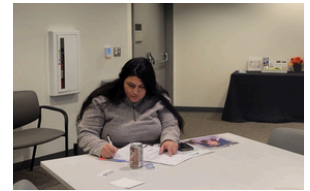
My job as a chief union steward is all about helping our stewards with training to help them with their duty as union stewards; ensure, members are up-to-date on what is going on within their contract and with their job. Plus, we meet with members over issues they have at their work sites.

I know this takes up a lot of my time, but because I believe in my job -- helping members in any way I can: meeting with them after their work hours when we need to, or, returning phone calls. This is an important part of being the Chief Steward and I want to make sure our members are protected at all times.

I am also the person that does the New Employee Orientation (NEO) each month so that I can educate them about the union and what benefits they have when they first start working. We usually get all new members to sign up for the union; we do have some that don't join CSEA, but usually always get 50 percent or more during an NEO.

I will also do a drawing to encourage them to sign up. They are given a package of information from Human Resources and CSEA when they are hired and I go over the materials with them. I will then answer any questions the employees may have.

Thank you Dianne, for your dedication to your chapter and members, **You Do Matter!**



**Left:** New employees attend the NEO offered by CSEA. **Right photo:** Employee signs the application to join. **Bottom photo:** Welcome to CSEA, SCOE #668

*Photos by: Dianne Warner*





# LEARN HOW YOU CAN PLAY A BIGGER ROLE ON THE CSEA TEAM



As a CSEA member, you are part of the largest classified union in the nation. Despite our size, CSEA remains an organization of people. As a member-governed union, we rely on members to step forward and contribute new ideas and new energy.

There are many ways you can volunteer and get involved with CSEA. Local chapter meetings are open to all members, and everyone is encouraged to attend. Talk with leaders of your chapter to find out what kind of help is needed.

Whatever you choose to do, just remember that getting involved is the lifeblood of our union. The only way for us to grow and improve is if new volunteers like you get involved. Talk to someone today about how you can play a bigger role on the CSEA team.

## **Union Steward**

If you really want to roll up your sleeves and help out members of your chapter, you

can become a CSEA union steward. These volunteers protect employees' rights on the job, enforce the contract and keep management in check. It's a tough job requiring both knowledge and instinct, but as most stewards will tell you, the work is very rewarding. CSEA ensures that its job stewards get as much training as they need through the [CSEA Steward Program](#). Participants get comprehensive training on everything from legal rights to listening skills.

## **Chapter Officer**

Each year, members elect their co-workers to serve on the chapter executive board (president, vice-president(s), secretary, treasurer, etc.). These elections are open to any member in good standing. Maybe it's time for you to run for office and help lead your [chapter](#). Again, CSEA provides chapter officers with plenty of training opportunities.

Learn more on the various positions available by clicking on the links above.

# **GOVERNOR SIGNS CSEA-SPONSORED SCHOOL FUNDING BILL**

**CSEA-sponsored legislation Senate Bill 98 (Portantino), was signed into law by Governor Newsom on Sept. 22.**

**October 01, 2024**

The bill highlights the significance of public school funding models based on enrollment rather than attendance and initiates much needed research on establishing a more equitable funding framework for our public schools.

"Our current attendance-based funding system is a disservice to students, especially those in underserved communities," said Association President Adam Weinberger. "Penalizing schools with higher absentee rates unfairly diverts resources away from those who need them most. Our members know firsthand the hidden costs of absenteeism—from tracking down missing students to preparing make-up assignments. We are thankful for Senator Portantino's leadership in authoring Senate Bill 98 and the Governor for signing it into law. This legislation will shed light on the inequities of our current system and provide lawmakers with the data necessary to create a more equitable and sustainable school funding model."

California is one of only six states that does not consider student enrollment figures for determining state aid to school districts. In California, school administrators plan budgets and expend funds based on the number of students enrolled, but receive state funds based on average daily attendance. When



Content provided by The Capitol on CSEA website

student attendance drops below projected levels, districts are left in a deficit, having spent more funds than they receive from the state.

SB 98 directs the Legislative Analyst's Office to prepare and submit a report to the Legislature on the effects of changing the student count methodology of the Local Control Funding Formula (LCFF) from average daily attendance to student enrollment. The research would include the fiscal, programmatic, and administrative impacts of changing the student count methodology, and phase-in approaches to implement the cost of an enrollment-based funding model over several years.



## READ & LEARN



### **CSEA Assistance Fund See's Candies Yumraiser Holiday Storefront is Open**

Remember, there are many ways to donate to the CSEA Assistance Fund to help your union siblings. One being the See's Candy Yumraiser. Our yumraiser store link now includes holiday goodies. All purchases made through [this link](#), give CSEA back 20% of the total profit going directly to the CSEA Assistance Fund.

The last day to purchase candy and receive it in time for the holidays is **December 6th**. Orders will start shipping out on November 11th.

Leadership mail, dated: Oct. 29

### **CSEA's 28th Annual Paraeducator Conference, March 11-13, 2025**

Early bird registration begins on December 2. information [Click here](#) to learn more.

CSEA's Board of Directors meets 11 times a year. These meetings are open to all CSEA members, and attendance is encouraged.

**December 14, 2024**  
**9:00 am - 12 pm**

**Location**  
**CSEA Headquarters:**  
**2045 Lundy Ave**  
**San Jose, CA 95131**  
**United States**



**All CSEA offices**  
**closed**  
**Dec. 31, 2024 - Jan.**  
**1, 2025**

**Open Jan. 2, 2025**

### **New Employee Orientation (NEO) Presenter Training - (Virtual) Jan. 15, 2025**

This training is specifically designed to help you refine your skills as a presenter, review new recruitment techniques and share the value of CSEA. We invite you to participate in this presentation and encourage you to invite others. Whether you are a seasoned presenter or brand new, this important training will support you and your team as you engage with new hires.

**Must register. [Click Here](#).**

**Find the right training for  
you and your chapter**

**[https://csea.com/events-  
and-training/upcoming](https://csea.com/events-and-training/upcoming)**





# 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, 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 every month**  
**Dec. 4 - Virtual Open House**  
**March 5, 2025 - Virtual Open House**