



JANUARY 2025



In The Know

CSEA's County Office of Education Committee Newsletter



CHAIR'S COMMENTS

by Katie Miller Andersen

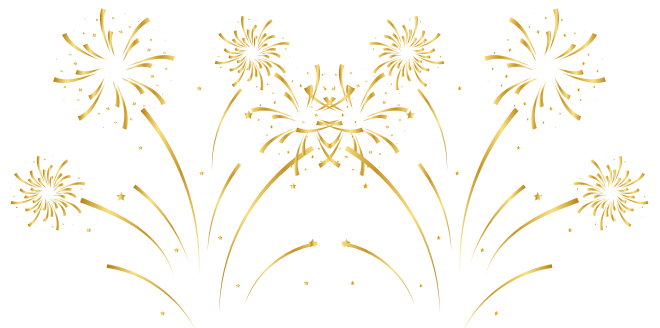
Hello and Happy New Year to you all!

As we begin a new year, I encourage you to try new things for yourself and for your chapters to encourage growth. Maybe 2025 is the year you take that class you've been wanting to take for years, or this is is chance your chapter takes to endorse a candidate for County School Board. Whatever the "new" thing brings you, it will be a learning experience no matter the outcome. That is what having a growth mindset is all about- accepting small challenges to expand our comfort zones.

We should also take time to reflect on our accomplishments from 2024, both professionally and personally. What is something you are proud of doing last year? How will you continue with that momentum? Brag about it! Send me an email and a pic (coecommitteecsea@gmail.com) and we can feature you in our newsletter. We want to share your successes and be proud of you too!

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CSEA SECURES HISTORIC JUNETEENTH LEGAL SETTLEMENT

We are excited to announce a landmark victory for CSEA members: the settlement of CSEA's historic Juneteenth Holiday Class Action Lawsuit. This agreement ensures that classified employees employed by a District or County Office of Education in the defendant class who worked on Juneteenth in 2021, 2022, and/or 2023 but were not appropriately compensated will be compensated for their work on the holiday. Members who worked on these dates but have since retired may also qualify. Additionally, this settlement guarantees that Juneteenth will be recognized as a paid state holiday moving forward by all employers included in the settlement.

Your Role in Supporting Members

As a chapter leader, you play a critical role in helping your members receive compensation under the settlement. Eligible members must file a claim in order to receive compensation. Many of your members may have questions or need assistance with filing their claims. Your guidance will be essential in ensuring that each qualifying member is informed and equipped to submit their claim on time.

To support you in this effort, we have created a Chapter Leaders' Juneteenth Guide, which includes:

- Step-by-step instructions for assisting members with the claim process.
- Tips for organizing events and meetings to help members complete their forms.
- Frequently asked questions to address common concerns.
- Contact information for additional support from CSEA labor relations representatives (LRRs) or HQ staff.

The Chapter Leaders' Juneteenth Guide can be downloaded [here](#). Printed copies will also be delivered to presidents of affected chapters.

Please study this guide and keep it with you so you are prepared to assist your members file their claims.

CSEA is here to help you every step of the way. Please don't hesitate to reach out to your LRR for additional resources or support.

Thank you for your leadership and dedication in ensuring your members receive the compensation they deserve. Together, we can make this process smooth and impactful for everyone involved.

To learn more about CSEA's class-action Juneteenth settlement, visit csea.com/juneteenth

Ref: Leadership mail: 11/21/24

Is Your COE Listed as a Defendant?

The following COE's were listed in the defendant class. If your employer is on the list, please visit CSEA's [Juneteenth Settlement website](#) to start the claims process. If you do not see your employer, contact your LRR for more information.

- Amador County Office Of Education**
- Butte County Office of Education**
- Del Norte County Office Of Education**
- Glenn County Office Of Education**
- Marin County Office Of Education**
- Orange County Dept Of Education**
- Placer County Office of Education**
- Plumas County Office Of Education**
- San Bernardino County Office Of Education**
- San Joaquin County Office of Education**
- San Luis Obispo County Office of Education**
- San Luis Obispo County Office of Education**
- Siskiyou County Office Of Education**
- Solano County Office Of Education**
- Stanislaus County Office Of Education**
- Sutter County Office Of Education**
- Yuba County Office Of Education**

DID YOU KNOW?

**Content provided by:
Catherine Wind-Muro,
Chapter President of 633,
San Bernardino County
Superintendent of Schools**



Did you know that plants are not only beautiful but also beneficial for your health?

Here's a quick insight into how incorporating greenery into your workspace and home can boost your well-being:

- **Air Quality:** Plants are natural air purifiers, removing toxins from the air and increasing oxygen levels for a fresher, cleaner breathing environment.
- **Mental Clarity:** Surrounding yourself with plants can improve concentration, productivity, and overall mental clarity.
- **Stress reduction:** The presence of plants has been shown to lower stress and promote a sense of calm, enhancing your workspace and supporting your mental health. Where and locations for the plants in the workspace setting and home.
- **A small green plant or a small flower arrangement, on your personal desk or by your bed.**

- In the bathroom on the sink an eye pleasing plant or flowers.
- In the office and home about three greenery plants for every 400 sq ft. And a bouquet of flowers in the middle of the room or by the door.

Have fun picking out your favorite greenery and flowers, for your home and workspace. Or surprise someone with a Bouquet of flowers or greenery and watch them smile.



EQUITY REPORT

EdSource, an independent nonprofit organization founded in 1977, is dedicated to providing analysis on key education issues facing the state and nation.

Published November 21, 2024

By: Diana Lambert, Zaidee Stavely, and Daniel J. Willis, EdSource

Assistance to districts is based on poor performance by student groups. So, even if a district overall has satisfactory performance, it will receive county guidance if the ratings of one or more student groups are red as measured on multiple measures of performance.

An equity report on the dashboard gives users a look at the progress of the 14 student groups that attend California schools, including African American, American Indian, Asian, English learners, Filipino, foster youth, Hispanic, homeless, two or more races, Pacific Islander, socioeconomically disadvantaged, long-term English learners, students with disabilities, and white students.

This year, school districts will get assistance to improve outcomes for long-term English learners in 215 districts, students with disabilities in 195 districts, homeless students in 125 districts, foster youth in 104 districts, English learners in 84 districts, economically disadvantaged students in 68 districts, white students in 30 districts, American Indian and Alaska Native in 27 districts, students of two or more races in 19

districts, Pacific Islander students in eight districts, and Asian students in one district, according to an **EdSource analysis**.

The number of districts needing help to improve outcomes for African American and Latino students declined this year.

Districts will get assistance to help African American students in 51 districts, down from 66 in 2018. Thirty-nine districts will get assistance to help Latino students, down from 44 compared with 2018.

“Across California, we’re seeing that when we provide for the most vulnerable in our communities, all students reap the rewards,” said State Superintendent of Public Instruction Tony Thurmond in a statement. “Our migrant students and socioeconomically disadvantaged students show marked improvements in consistent school attendance and graduation rates, reflecting the dedication of our educators and students alike.”

<https://edsource.org/2024/california-schools-recovering-from-pandemic-school-dashboard-show/s/722591>

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Photo Credit: Canva



CHARTER SCHOOLS: UNREGULATED GROWTH AND LACK OF ACCOUNTABILITY

NOTE: *The COE Committee will highlight how COE's are effected by Charter Schools at our next OPEN HOUSE, March 5, and how CSEA is taking a proactive stance on the renewals of Charter Schools. Stay tuned for a zoom invitation.*

California students deserve to receive a quality public education. That's why classified employees, teachers and parents are deeply concerned with the unregulated growth and lack of accountability of the state's 1,300 publicly funded, privately managed charter schools.

CSEA does not oppose charter schools; however, they should comply with the same laws as traditional schools. The fact that charter schools do not have to comply with the same laws has resulted in serious problems for students, parents and employees in charter schools and traditional schools.

Impact on our communities

There is no definitive determination that charter schools are more, or less, successful than traditional public schools, but one thing is certain – it leaves a lasting impact on our communities.

While public schools serve the local community by accepting all local students who enroll, charter schools are selective and only serve a small segment of students. They also tend to be more racially segregated than traditional public schools and often fail to serve students with special needs. Because it is easier for charter schools to “dismiss” a student, they often take students who present

disciplinary issues or other challenges and refer them back to public schools and retain only the students they want. This is disruptive to students and harmful to public schools.

Lack of transparency and accountability

Charter schools are less transparent than public schools and often take advantage of looser regulations when it comes to accountability.

The public is unable to effectively monitor the performance of charter schools in their community because charter school boards can meet as infrequently as they like. Charter board members are exempt from Education Code provisions that bar district board members from taking bribes from job applicants, potential contractors and textbook publishers.

Siphoning resources from public schools

Charters drain money away from traditional public schools. When a student leaves a neighborhood school to attend a charter school, all the public funding for that student leaves with the student, but the costs remain for the public school. The student's neighborhood school still must maintain its facilities, employ administrators and staff and keep the school running even though its ADA funding went with the student who left for a charter school. Every taxpayer dollar that is diverted to these privately-managed schools is money that is no longer available to help improve neighborhood public schools.

(Continued on page 6)

CHARTER SCHOOLS

(Continued from page 5)

Too many charter schools

The California Legislature passed the Charter Schools Act in 1992, allowing for a maximum of 100 charter schools in the state. In 1998, that cap was lifted, and charter schools mushroomed to roughly 1,300 today. Studies show that nearly 450 charter schools have opened in places that already had enough classroom space for all students. According to research, over the past 15 years, \$2.5 billion



Photo by Canva



Click on the image above to view an informative video on Charter Schools.

of taxpayer money has been misspent on charter school facilities that were not needed or delivered a low-quality education.

In urban areas such as Los Angeles and Oakland, charter schools have seen a disproportionate spike, which has created enrollment turmoil in neighborhood public schools and an ongoing struggle over local resources. In Los Angeles, nearly 1 in 5 students currently attends a charter school.



Clip & Save for a chance to win a prize at the COE Committee vendor booth at our next Conference in 2025

JAN 2025

WHAT'S HAPPENING IN YOUR CHAPTERS?

San Diego County Office of Education #568

SDCOE creates a convenient space to take a break, rest, and refocus

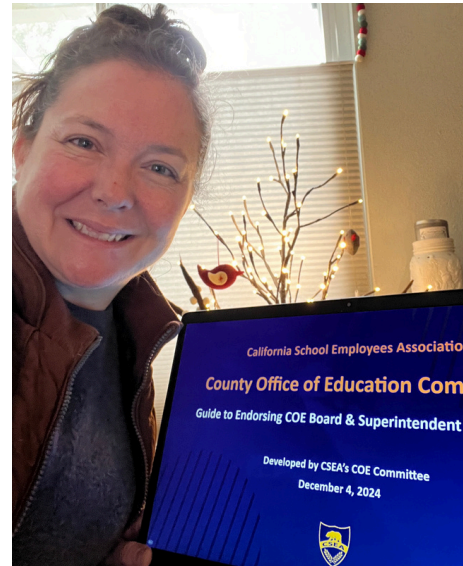
Employees, students, and the public have the opportunity to visit [SDCOE's Virtual Wellness Center](#). The Center includes activities and resources to support the well-being of staff, students, and parents by promoting health and wellness. Topics include Mental Health Supports, Suicide Prevention, Social Emotional Learning, and Training. Each section contains strategies and tools to support both students and staff. There are also resources for calming apps, mindfulness activities physical health and nutrition and so much more. Because it's virtual, anyone can explore the Center and find new ways to encourage their own wellness.

This is a free service brought to you by San Diego County Office of Education and was shared as a resource during the latest session of SDCOE's Aspiring Leadership Academy for classified employees.



Photo by Canva

CSEA's County Office of Education Committee Hosts Virtual Open House



COE Committee Chair Katie Andersen eagerly awaits the December Open House. Members who attended were supportive and appreciative of the information shared. Photo credit: Katie Andersen

On December 4, 2024, The COE Committee hosted the first of two Virtual Open Houses for this school year. The topic was on endorsing political candidates for County Office of Education elected positions, such as County School Boards, Boards of Trustees and County Superintendents.

11 chapter leaders RSVP'd. There was a productive question and answer period after the presentation and the political action fire was lit! All participants who RSVP'd were given copies of the presentation and the resources shared. If you were unable to make it, please contact your committee liaison for information on a shorter version that we can share with your chapter. **Our next virtual Open House is scheduled for March 5th, where the topic will be Charter Schools.**



REGISTER TODAY FOR THE HEALTH AND WELFARE SYMPOSIUM

The Health & Welfare Symposium is a free training that is only available to CSEA members and retired members.

This year's training will be presented online over three consecutive evenings – advance registration is required.

Held every other year, the Health & Welfare Symposium, helps members navigate their healthcare benefits and train members and staff responsible for negotiating and selecting healthcare benefits for their chapters.

CSEA understands the importance of providing the best possible healthcare and benefits so our members, their families and communities can continue to thrive. After this training, you will understand your healthcare options, how you can affect your rates, ways to connect and engage members in healthcare, and much more.



February 25 – 27, 2025
5:00 p.m. – 7:30 p.m.
Virtual Event

[Register Now](#)

Presentations

During the training, you will participate in engaging classes, panels, and discussions with experts and providers, and you will be able to ask questions in breakout sessions.

Healthcare Equity

Primary Care

Cost Containment - What You Individually Can Do to Affect Rates

The Importance of Dependent Audits

Mental Health

And More!



READ & LEARN



- **General Information Bulletin 46-24; Chapter Roster Information**

Labor Relations Representatives (LRR) are responsible for collecting chapter roster information. Chapter Presidents, please be prepared to provide your LRR with accurate, current chapter officer information, as noted in this bulletin.

- **CSEA's Organizing Institute**

Applications are being accepted for CSEA's Organizing Institute (OI), which will be held March 10-14, 2025. If you are interested in applying for OI, please apply by **January 17, 2025**. For more information, visit csea.com/oi.

Ref.: Leadership mail, dated: 12/2/24

- **GIB 51-24; 2025 Member of the Year Awards**

2025 Member of the Year Awards nominations are now being accepted through the **March 1st deadline**. Please make members aware of the guidelines and procedures for handling nominations. The purpose of the CSEA Member of the Year Awards Program is to recognize the commitment and dedication of classified employees to the students of California, community involvement, and activism in our fine union.

Ref.: Leadership mail, dated 12/30/24

CSEA's 28th Annual Paraeducator Conference

March 11- March 13, 2025, @ Ontario Convention Center, 2000 E. Convention Center Way, Ontario, CA 91764; Early registration is now underway through Feb. 14 or until conference is sold out!

About the event

CSEA's long-running, annual Paraeducator Conference is one of our most popular events. Held each spring, the conference provides paraeducators with an opportunity to improve their knowledge, learn the latest in education trends and network with other paraeducators from around the state. The conference has grown in size and popularity every year since it debuted in 1998. Today, it is known statewide by members and school district administrators alike as the premier training and development opportunity for paraeducators.

Who can attend

Although the conference is designed with paraeducators specifically in mind, it is open to all CSEA members. This conference offers skill-specific classes across a variety of topics that cross over into other classifications that have daily contact with students.

Registration and Fees

Registration is now open and will close on February 14, 2025 or until the conference is sold out. Secure your spot by registering early as there are 1,300 seats available and this conference will sell out. Individual registration is available and group registration is also an option for districts and chapters sending more than one person.

The early bird registration fee is \$169 through January 31, 2025. From February 1 through February 14 the fee is \$219.

[Register Now](#)



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

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

Upcoming Committee Meetings

Feb. 5, 2025
March 5, 2025 - Virtual Open House
April 25-27, Sacramento GR Office