



California School Employees Association

EMPIRE UNION SCHOOL DISTRICT - CHAPTER 850

CHAPTER MEETING MINUTES

APRIL 4TH 2023 @ 5PM

- 1.** Call to Order - CP Mazorra called the meeting to order at 5:02pm. Members present were Brandon McCoy, Celia Contreras, Ed Reynoso, Cindy Cromwell, Maggie Rosales, Travis Mazorra, Juan Tabarez, Marcela Calderon and Rosa Carrasco. Isa Wiechmann (RR), Jo Espinoza (LRR) & Tiffany Davenport (EUSD Asst. Supt. Instructional Services & Special Education) were also in attendance.
- 2.** LCAP Presentation – Tiffany Davenport (EUSD Assistant Superintendent of Instructional Services & Special Education) gave a presentation on EUSD’s Local Control Accountability Plan for 2021-2024. Travis forwarded the PowerPoint presentation via email to the members on April 5th which covered the following:
 - 2019 Dashboard Summary
 - Areas for Improvement
 - Suspension Rates
 - English Language Arts
 - Mathematics
 - Chronic Absenteeism
 - Students with Disabilities
 - 2022 Dashboard Summary
 - Because 2022 is a restart for school and LEA accountability, only current year performance (Status) will be reported on the 2022 Dashboard. Instead of

performance colors, new graphics visually represent the five Status Levels for 2022: Very Low, Low, Medium, High and Very High.

- Elements
 - Educational Partners Engagement
 - Includes students, parents, teachers, staff, administrators, input.
 - Goals and Progress Indicators
 - Four goals aligned to our District’s mission and focus.
 - Actions, Services, and Expenditures
 - Support that utilizes the “Continuous Cycle of Improvement” model.
- The Continuous Improvement Cycle
 - Identify. Identify opportunities in the process workflow.
 - Plan. How can the current process be improved?
 - Execute. Implement changes.
 - Review. How changes working for the team?
- Goal 1: Close the Achievement Gap with High Expectations for All
 - Actions:
 - Technology Program
 - Technology Program Support
 - Library/Literacy Support
 - TK Paraprofessional Support
 - Class Size Reduction
 - Core Curriculum Instructional Material Adoptions
 - Supplemental Instructional Materials
 - Literacy Project
 - Music Program
 - Supplemental Teachers
 - NWEA
 - School Site Technology Lead Teachers
 - Response to Intervention
 - Professional Learning Communities- Teachers
 - Professional Learning Communities- Administrators
 - Instructional Coaches
 - Extended Learning
 - Distance Learning
- Goal 2: Student Equity
 - Actions:

- Individual Student Support Subgroups
- Bilingual Paraprofessionals
- School Site ELAC
- District Level Support of Parent Engagement and Student Achievement
- Parent Education
- Outdoor Education
- CASA support
- Rosetta Stone
- Psychologist
- Community Based Instruction
- School Site Identified Supports
- AVID
- Title III Plan Support
- Dyslexia
- Special Education Plan
- Goal 3: School Environment, Climate, and Culture
 - Actions:
 - Facilities
 - School Facilities Support
 - Attendance Campaign
 - Athletics
 - School Safety
 - Student/Family Social Emotional Support
 - PBIS
 - Yard Duty Student Supervision
 - Nursing Services
 - Parent Engagement Events and Activities
 - School Site Council Meetings
- Goal 4: Targeted and Focused Professional Development
 - Actions:
 - Begging Teacher Support and Assessment
 - Administrator Professional Development
 - Peer Assistance Review
 - Summer Institute Professional Development
 - Curriculum Centered Professional Development
 - English Language Development Professional Development
 - Teacher Professional Development Day
 - Teacher Instructional Professional Development Day
 - Classified Staff Professional Development

- Goal 5: Students with Disabilities
 - Actions:
 - Professional Development
 - Special Education Task Force
 - Instructional and Supplemental Materials
 - Instructional Coach
 - Psychologist
 - Community Based Instruction
 - Special Education Plan
 - Nursing Services
 - Formative Assessment
- Transitional Kindergarten
 - TK on ALL Elementary Campuses for the 2023-2024 school year!
 - 1) 2021-22 Ready, set...
 - September 2 – December 2 Birthdays
 - Implementation of grants issued
 - Facilities grants issued
 - TK Teacher training requirements extended until 2023
 - 2) 2022-23 GO!
 - TK Expansion Begins! September 2 – February 2 Birthdays
 - Max class size: 24
 - 12:1 Student/Teacher ratio
 - Last year for TK teachers to complete teacher training requirements.
 - 3) 2023-24 Getting Even Better...
 - September 2 – April Birthdays
 - 10:1 Student/Teacher ratio (contingent on funding)
 - All TK teachers must possess credential + specified ECE training
 - 4) 2024-25 Almost there....
 - September 2 – June 2 Birthdays
 - 5) 2025-26 Finish Line!
 - All children who turn 4 September 1st can enroll in TK!
- EUSD Art and Music Program
 - How would you like to see EUSD expand its music and arts offerings to students?

- Educational Partners Feedback
 - How can we improve student services?
 - English & Spanish Survey:

<https://www.surveymonkey.com/r/JMJVPVW>

3. Additions to the Agenda - No members had any additions at this time.

4. Approval of minutes from March meeting - A motion was made by Maggie Rosales to approve the minutes; seconded by Travis Mazorra. Without further questions and discussions, the minutes were approved.

5. Treasurer's Report – Cindy Cromwell reported that the previous balance was \$4,653.27 (reported at the March 2023 chapter meeting). A reimbursement check was issued to Cindy Cromwell in the amount of \$270 and was processed on March 23rd. She was reimbursed for purchasing gift card incentives for our members who attended the last two chapter meetings. Members who attended both the February and March meetings received a \$30 gift card. Eight \$30 gift cards were purchased. Members who attended one of these meetings received a \$15 gift card. Two \$15 gift cards were purchased. The ending balance for April is \$4,383.27.

6. Old or Unfinished Business

a. 2023 Member of the Year Awards –

- **River Delta Member of the Year:** The event will be coming soon. At the February Isa gave the members an update on that: The River Delta Field Office Team is excited about our twenty-third Annual Member Recognition Event "Inspiring Others". This event will be the celebration of the work we have done building the union throughout our service area. This is a time where we recognize those special individuals who have made CSEA stronger and better through their efforts. Their special time will be a picnic on Saturday, May 13, 2023, at the Yosemite Lake Rotary Cove I, located at 5614 N. Lake Road in Merced. The afternoon festivities will begin at 11:00 a.m. Lunch will be served at 12:00 p.m. with the Awards and Recognition Program following lunch. We will be celebrating the following categories of union activism: Chapter "Unsung Hero" of the Year,

Regional Leader's Award, Retiree Member of the Year and Activist of the Year Award.

- During last month's meeting our chapter selected Cindy Cromwell to be Empire 850's "Unsung Hero" of the Year. Congratulations Cindy!
 - We also decided to nominate Isa Wiechmann as "Activist of the Year."
 - Travis has submitted the paperwork for both nominations to the River Delta Field Office.
- **CSEA Member of the Year:** 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 2023 Members of the Year:
 - Gene Baker Warehouse Delivery Driver Fairfield-Suisun Chapter 302, Region 68, Area B
 - Julie Glenn-Juuko Paraeducator SP ED Level III San Lorenzo Unified Chapter 692, Region 9, Area C
 - Dana Moyer Food Service Worker Ocean View Chapter 375, Region 12, Area H
 - Diana Ochoa Records Technician Azusa Chapter 299, Region 2, Area G
 - John Sullivan Senior Custodian La Mesa-Spring Valley Chapter 419, Region 15, Area K

Winners will be presented their awards at CSEA's 97th Annual Conference in Reno, Nevada. A plaque will also be presented to the

awardees' superintendent or designee to be proudly displayed at the district office.

- **Richard C. Bartlett Activist of the Year:**

The Activist of the Year Award has been named in honor of Richard C. Bartlett, who served as CSEA's first executive director. Under his leadership, CSEA registered impressive legislative gains in retirement, wage parity, in-service training, job security, holidays, health insurance, organizational and representational rights and a host of other items. Being active legislatively is a crucial part of the CSEA mission: improving the lives of our members, students and community. The Awards committee is now soliciting nominations for the 2023 Richard C. Bartlett Activist of the Year Award. The awardee will be recognized and presented the award at CSEA's annual conference. Nominees must have performed any significant act of an activist nature, such as: 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 ally-building partnerships. Involved other rank and file members in union activities. Nomination form is available on the CSEA website (or you can reach out to Travis for a nomination form). Submit your nomination by email to **awards@csea.com**, no later than June 1, 2023.

- **William P. Schwartz Humanitarian of the Year Award:**

The William P. Schwartz Humanitarian of the Year Award is given to a person who continues CSEA 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.

This award emphasizes the importance of a humanitarian nature within its members and the association, characterizing our core values. The awardee will be recognized and presented the award at CSEA's annual conference. 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 which has enriched the lives of others and the welfare of humanity and society. By contributing above and beyond in the name of charity. Nomination form is available on the CSEA website (or you can reach out to Travis for a nomination form). Submit your nomination by email to **awards@csea.com**, no later than June 1, 2023.

- **Laurence Twoaxe Unity Award:** The Laurence Twoaxe Unity Award is given to a person who continues the legacy of uniting classified employees and who has a noble desire to improve the lives of CSEA members and/or the community. Unity in purpose and action is how great things are accomplished, and it is important to the future of CSEA and its members. The awardee will be recognized and presented this award at CSEA's annual conference. 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. Nomination form is available on the CSEA website (or you can reach out to Travis for a nomination form). Submit your

nomination by email to awards@csea.com, no later than June 1, 2023.

b. CSEA Annual Conference – Travis shared the resolutions for this year's conference again. They are as follows:

- RESOLUTION NO. 1 - Modernizing CSEA Governing Documents
- RESOLUTION NO. 2 - Pay Equity for Association President Full-Time Work
- RESOLUTION NO. 3 – CSEA will make Article III, Section 3 of the Association Constitution and By-Laws to read "The chapter fiscal year of every chapter affiliated with this Association shall extend from January 1 to December 31 of each calendar year. Officer personnel shall be elected not later than ~~December 31~~ **June 30** and assume their duties on ~~January 1~~ **July 1** following. Installation of officers shall be held no later than ~~January 31~~ **July 31**. Furthermore, Policy 405 to read "Nominations for Chapter Executive Board offices/officers shall be held in ~~October~~ **March** and ~~November~~ **April**. Elections for Chapter Executive Board offices/officers shall be held in ~~December~~ **May**; effective with the elections originally scheduled for December, 2023, to be held in May, 2024. The current terms shall be extended from December 31, 2023 to June 30, 2024.
- RESOLUTION NO. 4 - That the Association take legislative action to ensure that classified employees who work the summer months earn benefits for that time.
- RESOLUTION NO. 5 - Retiree Unit Executive Board Nominations for Lite Membership and Honor Roll Awards
- RESOLUTION NO. 6 - Retiree Unit Executive Board Submission of Conference Resolutions
- RESOLUTION NO. 7 - Change to the Structure of Dues at Both the Association and Chapter Level to Strengthen Chapters. Allocate More Funds to Chapters.

Delegates will vote on these resolutions during the conference in July. More information on these resolutions can be found on the CSEA website. Travis reiterated that he has submitted an application for delegate assistance. If approved our chapter will be able to send one member (all expenses paid by CSEA) to the CSEA Annual Conference

in July. It will be held in Reno, NV this year. We will select a delegate for conference if/when we are approved for delegate assistance.

c. Communications Academy - CSEA's Communications Committee is pleased to announce Communications Academy 2023, being held virtually. We are excited to welcome all members and retirees who are interested in learning more about communication to register. This is more than a training event, it's full of terrific workshops and a wealth of useful information—all designed to provide communications officer with the tools, teamwork and confidence needed to be an exceptional communicator. The two-day training will be held virtually via Zoom. Attendees should attend both days as sessions will be different each day. The tentative daily schedule is: April 22 (Sat) 9:00 a.m. – 3:00 p.m. April 23 (Sun) 9:00 a.m. – 2:00 p.m. Register online at **www.csea.com/comma**. Registration period ends Friday, April 7.

7. New Business

a. 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 professionals whom they respect and hope to emulate, and to be challenged and stretched. This is an internship requiring a tremendous investment of time and energy. The MIP provides members a real and practical learning experience. Fall 2023 deadline to apply is May 5, 2023. Spring 2024 deadline to apply is November 9, 2023. Any CSEA member in good standing can apply for acceptance into the Member Intern Program to do an internship with a Labor Relations Representative. For more information and resources please go to **www.csea.com/mip** or contact Nancy Hurd, at (408) 433-1210. All applicants are required to submit an online application and the Pre-Interview Questionnaire.

b. CSEA Stands in Solidarity with SEIU Local 99 - As you have likely seen in the news, our SEIU Local 99 brothers, sisters and siblings who work in the Los Angeles Unified School District held a three-day strike last week. SEIU asserts that this strike is not about the status of their negotiations. Rather, SEIU has accused LAUSD of committing unfair labor practices against their union and members, including allegations of interrogation of employees regarding union activity and retaliation against employees for engaging in union activity. CSEA is under contract with the district and our contract

contains a no-strike clause, so while we may not be striking with them, CSEA nonetheless stands in solidarity with our SEIU siblings and urges the district to work with their union to find a quick and agreeable resolution to the situation and negotiate a contract in good faith.

c. CSEA Funds unaffected by bank instability –

Background: As reported in the news recently, San Jose-headquartered Silicon Valley Bank (SVB) was closed by its Federal and State regulators on Friday, March 10, 2023. Another bank, Signature Bank from New York, was closed by its regulators on Sunday, March 12, 2023. As the bank of choice for venture capital funds and tech startups, SVB experienced rapid growth over the past three years and failed mainly because it invested heavily in government bonds that lost value as interest rates increased. In order to have cash for its customers to withdraw funds, SVB was forced to sell their government bonds at a loss, creating concern among their customers and ultimately leading to a “run” on the bank where customers pulled their money out of the bank.

How this affects CSEA: CSEA has no funds on deposit or a relationship with SVB or Signature Bank. However, their failures can cause a ripple effect throughout the financial markets. Our primary banking relationship is with California Bank and Trust (aka CB&T). Although a “run on deposits” could still happen to CB&T, the likelihood of that is far less than that of SVB because CB&T has a broad portfolio of commercial clients and does not have the high concentration of technology or venture capital clients that SVB had. In addition, CB&T has only experienced modest growth over the last few years. CSEA Association President Adam Weinberger, Chief Financial Officer Harold DeGuzman, and I had a productive meeting with the CEO of CB&T on Monday, March 20, to discuss concerns and the possibility of fallout from these other bank failures affecting CB&T. As a result of that meeting, President Weinberger and CSEA management are confident in the stability and security of the organization's funds invested with CB&T and CSEA's relationship with the bank.

d. Contract Reopener Brainstorming - For the 23/24 school year our collective bargaining agreement (contract) between EUSD and CSEA Chapter 850 can be reopened for negotiations on Article IX:

Compensation, Article X: Benefits, two articles selected by CSEA and two articles selected by EUSD. During this portion of the chapter meeting members were encouraged provide suggestions on changes, additions or revisions to articles of our contract. We only have one more chapter meeting this year (May 9th) so if you have any input, suggestions or ideas, please attend that chapter meeting and speak up.

- 8.** Good of the Order - No members had anything to share at this time.
- 9.** Adjournment - Meeting was adjourned by CP Mazorra at 5:52pm.