

# WELCOME BACK!



## Chapter 707 Newsletter

Issue 1 (2025)

Welcome

We would like to extend a warm welcome to our newest CSEA employees. If you have not yet registered as a member, we highly encourage you to join and take advantage of the benefits of membership.

Trent Williams  
Christopher Byrd  
PJ Ball  
Radella Cruz  
Sara Pattison  
Evet Hanna  
Gabriela Von Borstel  
Nancy Hobbs  
Tom Fox  
Zefora Ortiz  
Elizabeth Jackson  
Reyna Sauza  
Britney Martinez-Zavala  
Cordell Branstetter-Sheak  
Jessica Carpenter  
Beth Andres  
Kennedy Carrothers  
Niesha Woods  
Priscilla Rivera De Macias

Josefina Arevalo  
Gabriel Estrella  
Stephen Longfellow  
Subhawana Pradhananga  
Brandi Tonne  
Beth Andres  
Josefina Arevalo  
Stephen Longfellow  
Gabriel Estrella  
Thea Bugge  
Marielena Vela  
Areli Mejia  
Luis Gomez  
Brittney Keldsen  
Sara Spiva

### Your E-Board

President:  
Colleen Moreno

1st Vice President:  
Julie Bennett

2nd Vice President:  
Dana Mints

Chief Job Steward:  
Vacant

Political Action Chair:  
Vacant

Site Rep Coordinator:  
Rocio Zumbado

Treasurer:  
Irene Bauza

Secretary:  
Alex DeCosta

Public Relations  
Coordinator:  
Ondrea Mesquita

Labor Relations Rep:  
Ramon Gomez



[Click here](#) to view upcoming CSEA training events

## DID YOU KNOW?

## CHAPTER 707



### “Flexing” vs Comp/OT

- Flexing your work hours in a day means coming in early or leaving later than normal while taking extra time out of the day to accomplish something personal. Your hours should equal to your full day's time.
  - You are required to have supervisor approval. It is best to have that in writing for documentation purposes.
    - **EXAMPLE:** Your lunch break is 12pm - 1pm. You have an appointment that is from 12:30pm - 1:30pm. You need to leave at 12pm to make it on time and then you have a 20 minute drive back to the office. Your total time away from the office would be approximately 1 hour and 50 minutes. Let's round that to 2 hours. Your shift is 8am - 5pm. You would then either come in at 7am or leave at 6pm to make up the extra hour that you are away for your appointment. You would then manually enter into Workday “In: 7:00am Out 12pm (meal), In 2pm Out 5pm (out)” This will then reflect the hours worked.
- Flexing does **NOT** mean leaving late one day and coming in early or working later the next day to “make up the time”.
- If you have to leave early from your shift, you either come in early to make up the time, which is “flexing” or you use your accrued time off depending on the reasoning for the time off.



“To improve the lives of our members, students, and community.”

California School Employees Association



### Change to our Contract

During our March 12th chapter meeting, members voted to approve a side letter introducing additional language regarding sick leave donations. This amendment addresses concerns raised by members who were previously unable to request sick leave donations while caring for immediate family members, as the existing contract language restricted such requests to cases involving their own illness or injury.

The newly approved language (see link below) enhances CSEA's ability to advocate for members facing catastrophic leave situations. This positive outcome was made possible through the dedicated efforts and unwavering commitment of CSEA President Colleen Moreno. We extend our sincere gratitude to Colleen for her leadership and hard work in achieving this important change.



## Setting the Record Straight: The Personnel Commission's Success and Ongoing Efforts

There have been concerns regarding the time it takes for job postings and hiring processes to move forward, with some attributing delays to the Personnel Commission (PC). However, it's important to clarify the PC's role and highlight the incredible progress that has been made under the Merit System.

The PC plays a crucial role in ensuring a fair and transparent hiring process. While it may seem like things take time, the reality is that certain steps are outside of the PC's control. For example, job postings cannot move forward until hiring managers select test questions and finalize other assessment components. Additionally, the interview process requires coordination with external evaluators—qualified professionals from other school districts who conduct Qualifications Appraisal Interviews as part of the Merit System. While scheduling these interviewers takes time, the process is now significantly faster than before. Prior to full implementation of the Merit System, it could take over three months just to approve a substitute position.

### Key Achievements Under the Personnel Commission:

- **Reclassification Progress:** 23 out of 24 reclassification requests have successfully met the minimum qualifications, allowing reviews and interviews to move forward.
- **Class & Compensation Studies:** After over a decade of delay, these long-overdue studies will finally begin this year.
- **New Hires:** In just the last nine months, 54 new employees have been hired—proving that the system is working.

### Addressing Common Misconceptions

We have also heard concerns about testing. While some may find the tests challenging, they are not designed to be impossible. If you are unfamiliar with Microsoft Word, Excel, or PowerPoint, take the initiative to learn! You have access to Vision Resource Center training, as well as \$2 per class online courses—there are plenty of opportunities to build your skills.

Another rumor going around is that failing a test means you must wait six months before applying for another position. This is false. If you are unsure about the process or have questions, reach out to the Personnel Commission directly rather than spreading misinformation. Attend PC meetings, learn about the Merit System, and take advantage of the resources available to grow and improve.

### Final Thoughts

The PC is committed to ensuring fair hiring practices and career growth for all employees. If you took an exam and didn't achieve the ranking you wanted, use it as an opportunity to enhance your skills and try again. The Merit System is working, and the numbers prove it. Let's support each other in professional growth rather than dwelling on misconceptions.

If you have concerns, reach out to the PC team. **Let's keep the conversation productive and solution-oriented!**



# CSEA CH. 707

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## OPEN OFFICE HOURS - IN PERSON & ZOOM

**January 16**

**Cuyamaca - F-615**

**February 20**

**Grossmont - 70-221**

**March 20**

**Cuyamaca - F-615**

**April 17**

**Grossmont - 70-221**

**May 15**

**Cuyamaca - F-615**

**June 18\***

**Grossmont - 70-221**

**July 17**

**Cuyamaca - F-615**

**August 21**

**Grossmont - 70-221**

**September 18**

**Cuyamaca - F-615**

- No appointment necessary - all meetings are 15 minutes max.
- Zoom sessions will have a waiting room.
- If the door to the office is closed, please wait outside.
- \*Scheduled on a Wednesday due to a holiday

**Zoom Meeting ID: 878 7091 5079**



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## Chapter Meetings Via Zoom

**February 12**

**March 12**

Members Nominated for CSEA Annual Conference

Members Nominated for CSEA Annual Conference

**April 9**

**May 14**

**June 11**

**July 9**

**August 13**

**September 10**

**October 8**

**November 12**

**December 10**

**Meeting Link To Be Sent Out**



# CSEA CH. 707

2025

## Personnel Commission Meetings- In Person

Cuyamaca - Student Center

February 19

March 5

Grossmont- Griffin Gate

Cuyamaca - Student Center

April 2

May 7

Grossmont- Griffin Gate

Cuyamaca - Student Center

June 4

July 2

Grossmont- Griffin Gate

Cuyamaca - Student Center

August 6

September 3

Grossmont- Griffin Gate

Cuyamaca - Student Center

October 1

November 5

Grossmont- Griffin Gate

Cuyamaca - Student Center

December 3



## Why should you join CSEA?

Every year, basic cost-of-living raises and pensions are threatened. Your membership in CSEA help to achieve better pay raises, pension security, health insurance, sick leave and many more important benefits we rely on. Better pay and benefits Membership strength allows for the negotiation of better pay and benefits Respect in the workplace. CSEA believes that if you work hard, you have the right to be treated fairly. Union Stewards, labor representatives, legal staff, and other advocates ensure you are respected in the workplace, and recognized for your contributions. Exclusive member benefits CSEA offers a number of money-saving benefits from scholarships, financial services and insurance programs, discounts on theme parks, shopping and more. Training opportunities CSEA offers a variety of training programs. This can be from major conferences and events to local workshops and on-demand virtual training. [Click here to join today!](#)

## Join Victory Club!

Join the CSEA victory club for as little as a dollar every month. These funds are vital in supporting classified friendly candidates running for local, state, and federal offices. funds distributed at the state level are not based on how much we donate, but the number of members who do!

[Click here for more information.](#)



## CONTACT US

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\*In the event that an issue arises outside of regular working hours, we kindly request that you communicate the matter through email. Please be advised that resolution or further action may be deferred until the subsequent business day. We emphasize the importance of maintaining mutual respect for each other's personal time.\*

## Employee Benefits

Member student loan reducer

Dependent scholarships

Member career grant

Member reimbursement subsidy

Union Plus scholarships

Amusements and Attractions

Travel

Everyday discounts

Retirement