

# PACE

PROFESSIONAL ASSOCIATION  
OF CLASSIFIED EMPLOYEES

MONTHLY NEWSLETTER  
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**ISSUE 7: FEBRUARY 2023**

## CONVOCATION WEEK WORKSHOP SUCCESS



Many classified employees took advantage of the eight workshop sessions that were open to staff during Convocation Week. Staff completed a total of over 100 hours of professional development that week, highlighting a great willingness from staff to cultivate their skills. In addition to the workshops, CSEA held headshot events at each of the three campuses, providing updated headshots for 57 employees. PACE and CSEA both look forward to continuing this new tradition and bringing back workshops and mixer events for Fall Convocation in August. See you then!

## COMINGEVENTSUPCOMINGEVENTSUPCOMINGEVENTS

### February

- February 15: De-Stress Session - Yoga



### March

- March 2: Spring Market
- March 30: Service Awards

## COMINGEVENTSUPCOMINGEVENTSUPCOMINGEVENTS

## IMPORTANT DATES

- **February 8** CSEA Meeting
- **February 14** Valentine's Day
- **February 17-20** President's Day Weekend - No Work
- **February 28** Pay Day

## HEFTY COLA INCREASE?

The Governor's preliminary budget was released in January and included some optimistic news for classified staff. The current cost-of-living adjustment (COLA) is set at 8.13 percent. Our current contract calls for annual increases equivalent to COLA plus one percent or 2.5 percent, whichever is greater. This could potentially mean a pay raise as high as 9.13 percent this summer, depending on what revisions are made in May before the budget is finalized. Keep your fingers crossed!

## 2023 TCOE SUPPORT STAFF CONFERENCE

The conference will be held April 26 at the Visalia Convention Center from 7:30a-1:30p. Keynote speaker Thomas C. Murray serves as the Director of Innovation for Future Ready Schools®, a project of All4Ed, located in Washington, D.C. An ASCD best-selling author, Tom was named the "2018 National/Global EdTech Leader of the Year," by EdTech Digest, the "2017 Education Thought Leader of the Year," one of "20 to Watch" by NSBA in 2016, and the "Education Policy Person of the Year" by the Academy of Arts and Sciences in 2015. Prior to moving to his role in Washington, D.C., Murray was an elementary teacher, middle school teacher, middle school principal, elementary principal, and at the district level in Bucks County, Pennsylvania. He is most passionate about creating cultures of innovation where teachers are empowered to create the types of learning experiences today's modern learners need to thrive.

The event is a wonderful networking and skill-building opportunity, of which PACE encourages COS staff to take advantage. Staff will need to submit a Travel/Conference Request, register, and front the cost. The \$55 registration fee can then be reimbursed through PACE by submitting a check request to Carolyn Franco. Register today at [www.tcoe.org/supportstaff](http://www.tcoe.org/supportstaff).

# HELLO friends!

Let's give a warm GIANT welcome to the amazing new staff who joined our family last month!



**Carolyn Franco**  
she/her  
Basic Needs Coordinator

Familiar face, new position!



**Adrieana Garcia**  
she/her  
Clerical Assistant, AAC



**Liz Garcia-Wong**  
she/her  
Transfer/Career Center Coordinator

Familiar face, new position!

**Monica Hernandez**  
she/her  
Administrative Assistant, LRC



**Mari Vargas**  
she/her  
Student Services Specialist, Upward Bound Math & Science, TRiO



## COWORKER KUDOS!

Anonymous submission: "I would love to recognize **Regina Trevino** for all of her hard work and dedication to the students, staff, and faculty. Not only does she go above and beyond, she maintains a positive attitude at all times. In addition to being the Admissions Registration Coordinator, she is an adjunct faculty and counselor for COS. Her years of experience and her passion to continue learning is demonstrated in her work daily. COS and the Admissions office are lucky to have her as part of the team."

Have a coworker (or maybe a group of coworkers) that you would love to recognize? Do they go above and beyond for students? Are they an uplifting motivator to their peers? Let us give them a shout out and recognize that!



Or maybe you have a recent achievement or milestone you'd like to share with our community of classified employees? New babies, degree completions, engagements, marriages, professional awards and recognitions - we want to share in your joy. Let us know!

## PROFESSIONAL TIP

Learn how to be wrong. It's so easy for human nature to let us get defensive or dismissive when confronted with a potential mistake or misunderstanding. However, having the humility and strength to admit fault and take effort to learn how to improve in the future not only makes us better workers, but strengthens our relationships with our coworkers and shows them we respect their experiences and knowledge. Plus we have the added benefit of learning something new!

## PERSONAL TIP

If you find yourself in a disagreement with someone, especially in a professional setting, it can be difficult to navigate. Despite your urges to shut the other person down, it's important to respectfully listen to what they are saying and let them finish without interruption. When you do respond, do not make personal attacks and genuinely attempt to see things from the other's perspective and see if maybe you can find some middle ground of agreement. If you can't agree, be sure you have solid evidence for why you feel the way you do so that you don't discredit yourself.

## WHAT'S THE VICTORY CLUB?

Join the non-partisan CSEA Victory Club to help us raise vital funds to support classified-friendly candidates running for local, state, and federal offices. Your membership will help support candidates who have received CSEA's endorsement based on their completed questionnaires, voting records, and demonstrated strong support for issues of importance to classified employees. These issues include but are not limited to: Protecting Prop 98 and increasing education funding, electing pro-education and pro-labor school board members and community college trustees, increasing pension and healthcare benefits, stopping the privatization and outsourcing of classified jobs to the private sector, and standing up for working families. Join today and help us give classified employees a powerful voice in protecting our rights, retirement, and job security.

Please note that your regular dues cannot be used for these political efforts. The Victory Club is completely funded by the deliberate and generous monthly contributions of CSEA members like you. Contact Katie Cain today to join!

# GIANT STAFF MEMBER OF THE MONTH:

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Shane Nettick

- **Classification:** District Police Sergeant
- **Office/Department:** District Police
- **Main Campus:** Visalia
- **How long have you been at COS?** A little over 6 years.
- **Have you held any other classifications at COS?** Yes, District Police Officer
- **Are you involved with any committees or clubs on campus?** Not currently. I definitely have some interest in some though.
- **Would you describe yourself as an introvert or an extrovert?** Extrovert, I love being outside and I also enjoy socializing.
- **What's the best way to spend a free weekend?** I really enjoy going to the coast and being able to relax with the family.
- **What is your favorite holiday and why?** Christmas, I'm still a kid at heart so I like exchanging gifts and getting together with everyone.
- **Who was your childhood celebrity crush?** I would have to say Tiffani-Amber Thiessen ("Kelly" from Saved by the Bell). This was one of my all-time favorite shows growing up.
- **You have to sing karaoke. What's your song of choice?** Considering I can't sing this would be awful but I would pick "Don't Stop Believin' " by Journey. This is an awesome song that I think the whole group would start singing together.
- **What is your favorite hot beverage?** Definitely coffee, I drink it every day!
- **What is the best sandwich?** I am a huge fan of a traditional Club Sandwich. Turkey, Bacon, lettuce and tomato on white or sourdough.
- **What would the title of your autobiography be?** "The Scattered Mind" I am extremely forgetful at times and my brain will change train of thought in seconds.
- **What is your favorite thing about working at COS?** I like how we have our own community within the college. I am constantly greeted by other staff members and sometimes you end in up great conversations.
- **If you had a magic wand, what would you improve for classified staff at COS?** Magic you say? How about... everyone can pick their own salary. Nothing could go wrong with that right? Oh yeah and did I mention the school has an unlimited budget? 😊

# MEET YOUR CSEA 408 EXECUTIVE BOARD

## President

Katie Cain

*Admin. Assistant, Acad Svcs/RPIE*  
csea408president@gmail.com

## Vice President

Carolyn Franco

*Basic Needs Coordinator*  
csea408vp@gmail.com

## Secretary

Osiris Deleon

*Counseling Technician*  
csea408secretary@gmail.com

## Treasurer

Chris Brisson

*Clerical Assistant, Financial Aid*  
csea408treasurer@gmail.com

# MASTER AGREEMENT FEATURE

## Article: 8.10 Stipends

CSEA employees with degrees (from regionally accredited colleges and universities) above those required (i.e. minimum qualifications) for their job positions shall be entitled to the following stipends:

- Doctorate = \$1800/year
- Masters = \$1200/year
- Bachelors = \$840/year
- Associates = \$480/year

Bargaining unit members are only entitled to one stipend for their highest degree.

## So what does that mean?

If your job has a minimum education qualification of a high school diploma, having an associates degree could earn you an extra \$480 per year. Have your masters, but are only required to have a bachelors? That's an extra \$1200 per year in your pocket. To claim your stipend, send an official copy of your transcripts to Linda Reis in Human Resources and she will be able to process it for you. It may not take effect until the following month's paycheck, however, depending on where it is in the pay period.

# KNOW YOUR RIGHTS!

## Classified employees are entitled to vacation.

*Source: California Education Code 88190, 88197 (Community College Districts)*

- Every school district must grant all classified employees (excluding substitute, short term or limited-term employees) an annual vacation at not less than the accrual rate of five-sixths of a day for each month the classified employee is in paid status.
- After the initial six months of employment, vacation becomes a vested right for classified employees. As a vested right, earned vacation becomes your property and is protected. However, if your collective bargaining agreement requires that vacation must be requested and taken, failure to do so may put your vacation in jeopardy.
- Classified employees may, with the approval of the district, take vacation at any time during the school year. If a classified employee is not permitted to take his/her full annual vacation, the amount not taken shall accumulate for use in the next year or he/she must be compensated for it or as specified in the collective bargaining agreement.
- Classified employees may be advanced vacation before it is earned. If, however, you separate from the district, the appropriate amount of salary must be deducted from your final paycheck to pay for all unearned days of vacation.
- Permanent classified employees must be compensated in a lump sum for all earned and unused vacation upon separation from service.

# BENEFITS FEATURE

As we gear up to begin planning those spring getaways and summer vacations in the coming months, keep in mind that your CSEA membership entitles you to discounts at a number of vehicle rental companies and hotel chains.

Get Away Today is a partner of our union that offers discounted tickets to various amusement parks and attractions to save you additional dollars there as well. Check out current offers and pricing on the benefits page of CSEA.com today!