Every New Year we take the opportunity to look back where we started and devise our plan for the future. This year I look forward to building a better chapter on the strong foundation we have in our chapter officials. Three years ago we only had an Executive Board of five that did everything; today we have a total of 15 chapter officials working hard for our members. This year we will work on a new Chapter Constitution, new Chapter Standard Policies and Procedures and we will begin working on our New Contract. If you have ever considered getting involved now is the time. We have great chapter committees that can use help on everything from New Members to Retirement. Please consider what you can do for your fellow member, your friends and help us to help you.

Ed Saucedo

Hello fellow members!

For those of you who don’t know me, my name is Mark Medina I have been employed at the district for 8+ years as a Police Officer. I’m excited about taking on the position as your Vice President, and I intend to be here for all of you to make MSJC a better place to work. As some of you know, I am one that knows how the District operates, and I feel that knowledge will help you in your time of need. Banding together we can definitely make a difference!

Again, thank you for letting me be your VP!

Mark Medina

Please see links below for important information

1) 10 billion dollar funding for schools
2) Advantage of a CSEA Membership
3) CSEA scholarships
4) Members Matter
5) Chapter Executive Board Members

DID YOU KNOW?

The California Community Colleges (CCC) system is the largest higher education system in the nation.

The CCC is comprised of 72 districts and 110 colleges with more than 2.9 million students per year.
MEMBER MATTERS

Have a Heart Month

February is “Have a Heart” month for CSEA. No group of people more perfectly represents heart than our members. This heart manifests itself at home, on the job and within our communities. The love that our members show for each other and our students is boundless. Recently your board of directors volunteered at the Second Harvest Food Bank in San Jose. It seemed appropriate that while we were in town for our board meeting and celebrating the richness of our lives that we take the time to give something back to the community. It was gratifying to see us come together as a team for such a worthy cause.

Our members make modest salaries and retire with modest pensions, but that does not stop us from digging deep into our pockets to help others. And when CSEA members are not giving, we are doing—volunteering in so many ways to help. Throughout my many years on the board, I have heard so many heartwarming stories of members reaching out to help one another, students or members of their communities who are less fortunate. You’ll read about just a few of those wonderful stories in this month’s Focus magazine. And know for every one that we publish, there are likely 25-30 more that we’ve never heard about.

As you can surely see, CSEA members are making a difference—every step of the way. In February, we recognize all that our members do to help one another, but the giving—well, that lasts all year long and sometimes a lifetime!

In strength and unity,

Michael Bilbrey, Association President

THOUGHTS WHILE SHAVING

Leadership is about making a vision happen.

A really great leader is not afraid to hire smart people.

Leaders energize employees around a goal – and that energy is contagious.

Leaders clearly understand that you have to grow your people to grow your organization/business.

Leaders come to realize that hard times test people people get real or get lost.

Unfortunately many companies worry about quality in just about every area of their organization except people.

CSEA MEETINGS FOR 2013-14

Every second Tuesday of the month
12:00pm to 1:00pm
Room 1111 SJC (linked)
Room 805 MVC (linked)

February 11, 2014
March 11, 2014
April 8, 2014
May 13, 2014
June 10, 2014

Please feel free to bring your lunch!
Sherri Sawyer

Sherri not only is the Administrative Associate for the Dean at TEC, but she also helps with classroom computers and projection systems, she fills in as a maintenance person and has been known to fix toilets and plumbing. She deals with hundreds of students and multiple teachers, other staff members. She always knows what is going on. Sherri wears many hats at TEC and she wears them all very well.

Instructional Technology Support Staff

The Instructional Technology Support staff (ITS) is key to getting the classrooms, Libraries and Learning Resource Centers ready for each semester, as well as maintaining those areas. ITS staff maintains all the servers that run all the computers and the Remote Desktop. These members are on call all day and sometimes nights and weekends to handle problems that come up with the computers and other equipment in any area that has computers used by students or an instructor station in a classroom.

You may not have come in contact with these members if you don’t work in an instructional area. Think about all the computers in classrooms, Libraries and Learning Resource Centers and then think about all the staff who keeps those computers and other equipment running. These are the people I want to thank and recognize for their hard work and dedication to our students and faculty.

Under the direction of Mark Dumas – Supervisor, Instructional Technology Support

MVC

Milt – Instructional Computer Network Coordinator
Bob – Instructional Computer Network Coordinator
Teresa – Assistant Instructional Computer Network Coordinator
Justin – Assistant Instructional Computer Network Coordinator

SJC

Damien - Instructional Computer Network Coordinator
Slava - Assistant Instructional Computer Network Coordinator
George - Assistant Instructional Computer Network Coordinator
Cindy – Helpdesk Technician
Randi – Audio/Visual
Amrik – Distance Education Network Coordinator
THE CONTRACT CORNER
KNOW YOUR RIGHTS/KNOW YOUR CONTRACT

KNOW YOUR CONTRACT/KNOW YOUR RIGHTS

ARTICLE XII: TRANFERS AND VACANCIES 12.1.0.3

“involuntary transfer” is defined as a transfer initiated by the District.

Involuntary Transfer

Transfers of bargaining unit members may be initiated by the administration at any time such transfer is in the best interest of the District as determined by the administration, only after consideration of all relevant factors, including the wishes of the employee and the hardship which may be imposed on the employee because of distance etc. The unit member involved shall be given seven (7) calendar days’ notice, absent emergency circumstances. If requested by the unit member, a conference will be held between the appropriate administrator and the unit member in order to discuss the reason for the transfer.

PROFESSIONAL DEVELOPMENT FOR CLASSIFIED STAFF

After careful review and analysis the CSEA Single Subject Training Program is in the process of being redeveloped. Over the next few months CSEA will be developing new and contemporary training programs. The new focus of our programs will be to develop leaders, help members achieve upward career mobility and improve the quality of members’ lives. In the interim we offer the following programs for those interested in providing professional development training for classified employees:

<table>
<thead>
<tr>
<th>Program Title</th>
<th>Description</th>
<th>Delivery Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>True Colors®</td>
<td>This interactive workshop promotes positive attitudes, enhances self-identity, builds cooperation, and team cohesiveness.</td>
<td>Presentation, True Colors Assessment and Small Group Collaboration</td>
</tr>
<tr>
<td>Group Dynamics</td>
<td>Participants will learn how to deal with difficult people while maintaining a high professional standard in the work place.</td>
<td>Presentation and Video</td>
</tr>
<tr>
<td>Public Speaking</td>
<td>Learn how to prepare and deliver cohesive presentations.</td>
<td>Real-time Participant “Small-Talk”</td>
</tr>
<tr>
<td>Managing Priorities</td>
<td>This program teaches individuals how to identify and manage work priorities.</td>
<td>Simulation and Small Group Collaboration</td>
</tr>
</tbody>
</table>