

## 2017 ACCOMPLISHMENTS

### Professional Development

Coordinated timely, relevant presentations by expert guest speakers for PASSCO and its Credentials Networking Sub Committee (CNS) for each quarterly meeting. Professional development presentations included:

- **Overview of the Governor’s Budget Proposal** : *Focus on County Office Funding and Potential Impact on Negotiations*  
Patti Herrera, School Services of California Inc.
- **Legal Update for 2017 – Personnel and Labor Relations**  
Mark R. Bresee, Partner in Atkinson, Andelson, Loya, Ruud and Romo
- **Workers Compensation from an Employer’s Perspective**  
Irene R. Bowdry, Attorney at Law and Workers Compensation Specialist
- **Proposed HR Related Legislation and Budget Update**  
Michael Hulsizer, Chief Legislative Analyst, Kern County Superintendent of Schools
- **Leadership Development/CODESP Services**  
Marianne Tonjes, Executive Director – CODESP; Jess Aguirre, Business Marketing – CODESP
- **It’s Not About the Table: How Every Interaction Impacts Negotiations**  
Tom Gauthier and Manuel Martinez - Lozano Smith Law Firm
- **Best Practices in Hiring and Fingerprint Interpretation and Guidelines**  
Michelle Cannon and Erin Hamor, Lozano-Smith Law Firm
- **Workers’ Compensation Fraud**  
Matt Harvill, Workers Comp Fraud Investigator-Santa Barbara County DA’s Office\
- **Everything You Wanted to Know About Workers’ Compensation**  
Bruce White, Claims Administrator-Workers’ Compensation Administrators
- **Onboarding Ideas and Best Practices**  
Philip Gordillo, Santa Clara COE; Coleen Johnson, El Dorado COE; Thomas Alvarez, San Luis Obispo COE
- **Teacher Recruitment Research Brief**  
Dr. Jim Brescia, County Superintendent of Schools, San Luis Obispo County Office of Education
- **Gender Identity in Education**  
Stephen McLoughlin, Senior Counsel, Atkinson, Andelson, Loya, Ruud, & Romo

### Advocate for Public Education on Behalf of CCSESA

PASSCO members provided effective and efficient human resources practices that support teaching and learning for all students.

### Serve as a Resource

PASSCO members actively engaged in one of the five Action Groups listed below. The purpose of the Action Groups is to provide digital resources in order to support, assist, and train COE

Human Resources personnel to strengthen the service and leadership capabilities in support of students, schools, districts and communities.

- Annual Employee Notifications and Trainings
- Employee Discipline
- Classified Employment/Merit System
- Negotiations
- Personnel files

### **Strengthen Partnerships**

Continued to cultivate relations with critical agency groups, such as the CTC, CDE, Association of California School Administrators (ACSA), Cooperative Organization for the Development of Employee Selection Procedures (CODESP), California Association of School Business Officials (CASBO), and Edjoin. Invited agency leaders to quarterly PASSCo and CNS meetings to provide updates on key issues such as the following:

- **Commission on Teacher Credentialing Priorities/Update**  
Mary Sandy, CTC Executive Director
- **ESSA Update**  
Erin Koepke, Education Programs Consultant, California Dept. of Education
- **EdJoin Update**  
Johnny Arguelles, CEDR Director III and Gary Flores, System Specialist
- **California Center for Teaching Careers Update**  
Donna Glassman-Sommers, Executive Director, Tulare COE  
Marvin Lopez, Recruitment Manager, Tulare COE
- **CTC Updates and Discussion**  
David Crable and Tammy Dugan, CTC Certification Division

**Collaborate:** Communicated with other CCSESA Steering Committees on emerging issues such as Cyber Security, Impact of Declining Enrollment on Staffing, and Impact of Negotiations on the Budget. Shared knowledge and expertise amongst members. Continued to build the PASSCo listserv capacity and information on PASSCo webpage for member use. Supported, assisted, and trained COE Human Resources personnel to provide assistance to school districts and COE programs. PASSCo members utilized the COE-HR listserv to seek answers to challenging operational questions and problems unique to COE human resources issues.

**Outreach:** Organized networking activities during the quarterly meetings and committed to contacting new members prior to general session meetings to encourage their attendance. Connecting activities included the following:

- Colleague Circles Activity
- What Impacted you Most?
- People Bingo!
- Personal introduction of new members at each meeting