**MISSION**

Promote purposeful, effective, and efficient personnel and employee relations practices for California’s 58 County Offices of Education in support of superintendents, school districts, students, staff, parents, and communities.

**CORE PURPOSE**

* Provide leadership, guidance, and support for effective, efficient, and meaningful personnel and employee relations programs for all California County Offices of Education (COE) and school districts;
* Provide professional enhancement for County Office Administrators of Personnel and Employee Relations and their staff;
* Facilitate the linkage between the California Department of Education (CDE), the California Commission on Teacher Credentialing (CCTC), the California Department of Justice (DOJ), Edjoin, Association of California School Administrators (ACSA), the California State Teachers’ Retirement System (CalSTRS), the California Public Employees’ Retirement System (CalPERS), County Offices of Education, local school districts, and other relevant organizations with which CCSESA has established relationships;
* Actively participate as a major stakeholder of CCTC by providing input through various means to influence policy and regulations related to credentials;
* Provide a forum for deliberation about personnel and employee relations legislation and/or establish Committee positions on issues and concerns related to personnel and employee relations; and
* Encourage communication through regular attendance and active participation of all members.

**GOALS**

**Professional Development**: Coordinate timely, relevant presentations by expert guest speakers for PASSCo and its Credentials Networking Sub-committee (CNS) to take place at each quarterly meeting.

**Advocate for Public Education on Behalf of CCSESA:**PASSCo members will advocate for effective and efficient human resources practices that support teaching, learning, diversity, equity, inclusion, and safe and accepting environments for all students.

**Serve as a Resource**: Support, assist, and provide training for COE Human Resources personnel to strengthen the service and leadership capabilities in support of students, schools, districts and communities. Members will actively engage in the following topics, including, but not limited to the areas of:

* Negotiations
* Audits
* Leaves
* Merit System
* Investigations
* Credentials
* Classified Employment
* Pension Systems
* Legislation
* Disaster Response
* Paperless Systems
* Onboarding
* Best Practices in Hiring
* Employee Performance
* Personnel Management
* Equity, Diversity, Inclusion

**Strengthen Partnerships**: Continue to cultivate relations with critical agency groups, such as the CCTC, CDE, ACSA, Cooperative Organization for the Development of Employee Selection Procedures (CODESP), California Association of School Business Officials (CASBO), and Edjoin. Invite agency leaders, such as CalSTRS, CalPERS, School Services of California (SSC) and DOJ to quarterly PASSCo and CNS meetings to provide updates on key issues.

**Collaborate:**Consistently connect with other CCSESA Steering Committees on emerging issues. Engage with other Steering Committees to strategize on common priorities. Share knowledge and expertise amongst members. Build PASSCo listserv capacity and information on PASSCo webpage for member use.

**Outreach:**Organize networking activities during the quarterly meetings and commit to contacting members between general session meetings to inspire regular attendance.