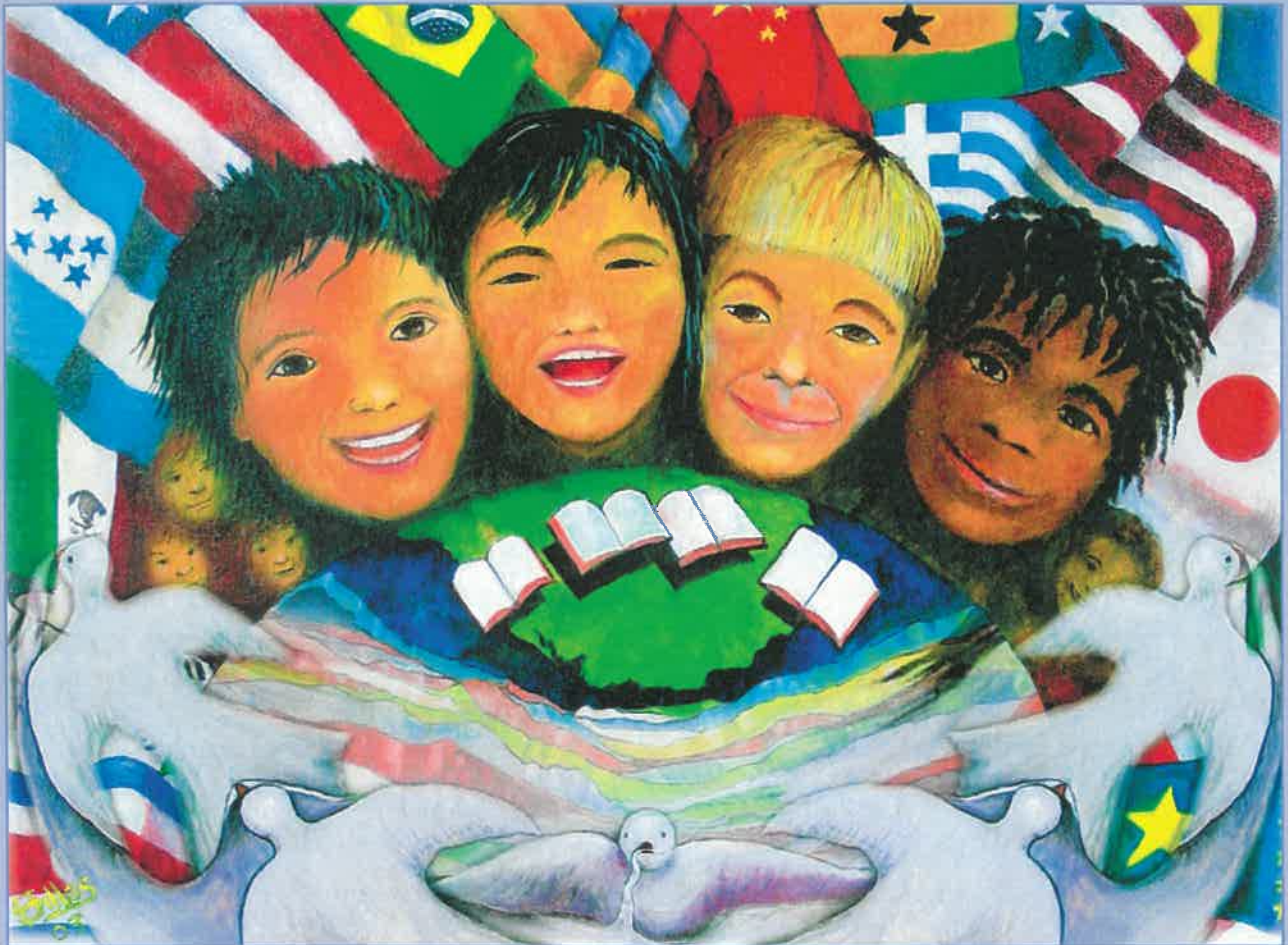


ca|be

California Association for Bilingual Education

29th Anniversary



2003-2004 Annual Report

Table of Contents



Vision and Mission Statements.....	2
Message from the President and Board of Directors.....	3
Message from the Executive Director.....	4
Organizational Principles and Essential Strategies.....	5
Organizational Goals & Priorities	
♦ Focus on Student Success.....	6
♦ Research-based High Quality Professional Development.....	8
♦ Information and Research.....	9
♦ Network of Transformational Leaders.....	10
♦ Network of Powerful Allies.....	11
♦ Fund Development.....	12
Sponsors and Contributions.....	13
Financial Statements.....	16
Board of Directors.....	18
CABE Headquarters Staff.....	18

Vision Statement

CABE's vision is
 "Biliteracy & Educational Equity for All."
 We believe in:

- ♦ English Plus
- ♦ High Quality Educational Programs and
- ♦ Respect for Diversity
 We have a Common Vision of the Future where
- ♦ Language is not a barrier to achievement, and
- ♦ Multilingualism is a goal for everyone.



Photo: Paul Flores

Mission

CABE's mission is "To promote and support educational excellence and social justice for all students in California."

CABE is a statewide advocacy organization with over 5,000 members and 60 chapters/affiliates who firmly believe that using children's home language, while they learn English, accelerates and sustains academic progress while ensuring that English Learners attain high standards as they prepare to be 21st century citizens. As an organization we support ongoing research, planning, and learning to guide our social movement for equitable instructional programs and practices. We work with other partners to influence program development and policy through the advocacy and legislative process.



Dear Friends of CABA,

It is with a great sense of gratitude, accomplishment, and pride that I pen this letter accompanying CABA's Annual Report for 2003-2004. I am deeply grateful to the CABA family-- the Board, staff and members-- for the hard work and dedication that took place last year and is illustrated in the report. The steadfast commitment to the CABA vision and mission that guides our work is demonstrated distinctly across several dimensions of the report. The genuine and tireless efforts of the CABA Board and staff are reflected in many of the accomplishments highlighted, particularly in the delivery of high quality professional development through the various conference venues. The highly successful annual conference began on a high note and ended with a renewed community spirit that energized us to continue our efforts to ensure that English Learners in California receive the type of education that they truly merit because, as reflected by our theme, it is an individual right, a national asset and a global imperative.

This past year also marked an increase in critical partnerships with like-minded organizations that help us work together in unity to deliver our message for equity and excellence in education. We nurtured and sustained our continuing partnerships, as well as increased our overall membership. Several important CABA successes on the advocacy front helped to ensure that bilingual programs receive funding on a par with other types of programs and that parents' right to choose the type of education their children receive is secured as a fundamental right in a democratic society. The quality and level of legislative vigilance and proactive efforts statewide and in Sacramento is the result of unprecedented collaboration and networking between CABA and its powerful allies, especially the coalition members of Californian's Together.

Finally, it has been no small feat to ensure that CABA is a fiscally sound organization during the economic crises faced in the state. CABA today is a financially healthy organization because of our healthy conference, judicious budgetary planning, frugal cost-cutting efforts, and fundraising efforts. Our work depends on the ability to manage the organization—a special thanks to the outstanding leadership of our Executive Director, Dr. María Quezada.

CABA's on-going work is affirmed through the on-going relationships, mentorship and responsibilities to which we are privileged. Our commitment to action for excellence in education for today's children and tomorrow's children demands no less.

Magaly Lavadenz, Ph.D.
CABA President (2003-2005)

Bilingual Education:

an individual right, a national asset, and a global imperative



The above theme for 2004 conveys our vision of promoting biliteracy and educational equity for all as well as our task of being true advocates for English Learners in California. Our vision is one that includes the notion that students of today must have multilingual, multicultural skills that are needed in the future. Our goal is that students learn English and maintain/learn minimally another language, because it is a connection to their families and/or to other cultures. These are skills students need for a future in a global economy and society. Furthermore, in the age of standards and accountability, educators and parents must share ideas and practices that promote learning English and subject matter content so our students do not fall behind academically as well as socially.

In today's troubled times for immigrant, language minority students, we must be constantly vigilant that every child receives an equitable education. Our work is to unite voices and ensure that the educational needs of English Learners do not go unmet. Through our annual CABA conference and regional conferences we continue to provide quality professional development opportunities for educators, parents, and other community members. Our professional development activities allow us to network and recharge our energy for advocating for equitable programs and services for English Language Learners, while imparting the latest strategies, programs, and instructional resources for all types of instructional programs. We also continue to have a presence in Sacramento so that policymakers and legislators in our state develop and support effective programs for English Learners.

CABA Board of Directors, headquarters staff, and our Members have worked together for the last 29 years to promote educational excellence and equity for every student in California's schools. It is these advocacy efforts that make a difference and motivate other voices to the ideal of a multilingual, multicultural, unified and caring world where our children can live, learn and be respected for who they are and for what they will accomplish. As an organization our focus is on student success and a bolder advocacy-oriented leadership for the 21st century. We know that when children succeed, our society benefits.

María S. Quezada, Ph.D.
Executive Director

Guiding Principles and Essential Strategies

CABE provides guidance and support to our schools and communities in creating excellent educational environments for English Learners that:

- Eliminate the persistent achievement and access gap; and
- Accelerates and sustains academic progress while ensuring that English Learners attain high standards as they prepare to be 21st century citizens.

Guiding Principles

- ◆ Promote high levels of literacy in English, and in at least one other language.
- ◆ Stress the value of cultural and linguistic diversity.
- ◆ Encourage full involvement in our communities, our nation and the world.
- ◆ Advocate for equitable and just learning environments for every member of our society.
- ◆ Promote the right of all individuals to develop to their fullest potential.

We embrace the following Essential Strategies

- ◆ Collaborate and build partnerships with families, schools, communities, businesses and government.
- ◆ Provide preparation for moral and ethical leadership.
- ◆ Disseminate relevant information based on sound educational theory and research.
- ◆ Conduct professional development opportunities to share, expand and build upon the expertise of parents, educators, administrators, community leaders and policy makers.

Strategic Objectives

- ◆ **Focus on Student Success.** A consensus across communities about CABE's values/beliefs/strategies regarding the essential elements required for the educational success of diverse background students.
- ◆ **Quality Professional Development.** Quality, research-based professional development for educators, parents, policymakers and other community members.
- ◆ **Information & Research on Issues Affecting English Learners.** The dissemination of relevant information, policy analysis and research on issues and concerns about instructional programs, policies and services for English Learners.
- ◆ **Proactive Network of CABE Leaders.** A proactive, inspired network of CABE leaders and members who are change agents and advocates for diverse background students and their families.
- ◆ **Expanded Network of Allies.** The expansion of our network of allies that increases CABE's formal partners and promotes collaboration with schools, organizations, business community, and sister agencies.
- ◆ **Fund Development.** A fiscally sound organization that has the resources to carry out its vision, mission and strategic goals and objectives.

CABE has received many commendations and awards by government officials and other organizations including the Reynoso-Abascal Don Quijote Award presented by the California Rural Assistance League for efforts in promoting quality education for all in California. We feel that as educational leaders we must work to establish an environment that fosters security, dignity, and respect for languages and cultures, and that encourages every student to reach their maximum potential.

Organizational Priorities

Strategic Goal One: A Focus on Student Success

CABE is committed to the concept that all students can learn, that language connects students to their families, and that English Learners bring resources and strengths to the school and classroom setting. During the year CABE contributed over \$30,000 to scholarships for teachers, para educators, parents and students.

CABE celebrates student success through the many activities sponsored throughout the year.

- 2004 Annual conference Student Essay Award Winners
 - o K-2nd Grade – Gabriela Plotkin, Long Beach USD
 - o 3-5th Grade – Christopher Figueroa, Long Beach USD
 - o 6-8th Grade – Nicolás Calvillo, San Ysidro USD
 - o 9-12th Grade – Lizbeth Villa Baldwin Park USD
- Successful students choosing teaching or advocacy law as a career were featured and awarded scholarships at the annual Gala Benefit Dinner and Dance.
 - o Carlos Penichet Teachership Award Lydda K. Morales
 - o CABE Teachership Awards Blanca Aurora Sanchez Maria Herrera Silvia Vital
 - o Herman Sillas Law Scholarship Richard E. Romero
- During 2003-2004 individual CABE chapters throughout California awarded student scholarships to K-12 students and/or teachers.



Photo: Paul Flores

CABE maintains the focus of ensuring student success by honoring and rewarding excellence at each sponsored event. Furthermore, CABE believes that we must provide opportunities and information to educators and parents so that they are very clear about what are nonnegotiable and essential elements of instructional programs for English Learners that lead to their success. Each professional development event, CABE publication, or advocacy effort is geared to achieving successful student learning.

**Dr. Martin Luther King, Jr. Elementary School
Santa Ana USD**

**Dr. Al Mijares, Superintendent
Frances C. Byfield, Principal
Howard M. Bryan, Director of Bilingual Education**



Dr. Martin Luther King, Jr. Elementary School is a school where learning occurs in an environment that allows students to engage in meaningful contexts and encourages interaction with one another. The academic needs of students in each language group include primary language development, second language acquisition, and development of cognitive language and literacy skills.



**César E. Chávez Elementary School
Alisal Union SD**

**Ruben Pulido, Superintendent
Lorie A. Chamberland, Principal
Jeanne H. Herrick, District English Language Coordinator**

As a community committed to cultivating peace and value of bilingualism, we will prepare all of our students to be socially responsible and to attain academic excellence by engaging them in a world class

multicultural education. In 1996, Cesar Chavez Elementary School opened and began its Dual Immersion Bilingual Program two years later. The school has a student population of approximately 800 students in grades K-6. Currently, Chavez Elementary serves EL students in grades K-5. One-third of the students are EL identified, one-third are FEP and one-third are English Only students. The goal for the Dual Immersion Bilingual Program is bi-literacy.

To receive the CAFE Seal of Excellence Award each school must meet the established rigorous criteria by having:

- Substantial evidence of English language proficiency and academic achievement gains for students in the program;
- A comprehensive instructional program that includes English Language Development, primary language instruction and specially designed academic instruction in English;
- Certified staff that is continually growing professionally and that uses effective, research-based instructional strategies
- An enriched, standards-based comprehensive curriculum for all grade levels at the school;
- A consistent and continuous program of instruction at all grade levels; and
- An effective school-home-community collaboration that empowers parents to become active participants in their children's education.

**Strategic Goal Two:
Research-based High Quality Professional Development**

The Board's Educational Program activities for 2003-2004 were spearheaded by the various CAFE conference planning committees, staff, board members and volunteers. All conferences held during the year were very successful and reached over 10,000 participants. CAFE is recognized statewide and nationally for offering quality professional development and; for bringing together a wide range of research and other experts in programs for second language learners, instructional strategies and educational materials.



Nationally known experts.....

Dr. Stephen Krashen

Accomplishments

- o Annual Conference in San Jose attended by over 7,000 participants (30 institutes, 300+ workshops, 4 keynotes, 18 featured speakers, school site visits, Economic Summit, Administrative Leadership and School Board Symposiums)
- o 5 Regional Conferences for parents and paraeducators attended by over 2,500 participants
- o Integrated content with a focus on parent leadership
- o 3 Special Conferences attended by over 2,200 participants
 - Biliteracy and ELD
 - 2-Way CAFE
 - Jornada Pedagógica International Conference on Bilingual Education
- o Ensenada Spanish Language Institute attended by 20 participants



Dr. Jim Cummins



Dr. Enid Lee

Strategic Goal Three: Dissemination of Research and Information on Issues affecting English Learners

CABE continued having a strong voice on issues pertaining to English Language Learners in a variety of arenas. In the area of public relations the Board and staff play a strong role in educating the public via radio, television and print media. Our annual conference in Los Angeles, two special conferences and four para-educator/parent regional conferences provided participants with information on the latest research; effective instructional practices; and formed a venue for exhibitors to share the many instructional materials available for English Learners and other second language learners in all types of programs. Over 10,000 people participated in these events, with over 1,500 parents throughout the state taking advantage of the opportunity to learn about their children's educational programs.

Accomplishments

During the 2003-2004 fiscal year CABE continued its partnership with Language Magazine. CABE members receive this magazine along with a monthly wrap-around/insert of the Multilingual News also available (online) and the conference issue of the Multilingual Educator to keep them informed about bilingual education and other issues confronting English Learners, educators, and parents throughout the state. The impetus for this publication was to "get our stories out" to members and the community at large at a time when there is much misinformation about our programs and about the many hardworking individuals that provide services to English Learners.

CABE's website is a resource for members and the wider community. The website attracts individuals from within the state, across the nation and from other countries in search of information about bilingual education, educating English Learners and the professional development events and activities of the organization. Additionally, the newly funded Parent Information Resource Center Project Inspire began the dissemination of the new PIRC Newsletter for Parents in 2004

Another method of information dissemination is via letters to newspaper editors, legislators, etc.; press releases; as well as, presenting testimony at legislative committees and State Board of Education meetings. CABE staff, in conjunction with Californians Together, also worked with legislators and other policymakers to provide information and research for sponsored legislation and policies affecting English Learners.

Strategic Goal Four: A Proactive Network of Transformational Leaders



Photo: Jaime Macias

CABE promotes advocacy-oriented transformational leadership that is proactive and focused on what's important and on what really makes a difference for English Learners. This type of leadership requires CHALLENGING ourselves, our opponents, and the status quo. CABE is the catalyst that inspires and brings about the changes that English Learners' cultural, linguistic and academic well-being require.

During the 2003-2004 legislative session CABE worked to ensure educational rights for English Learners. There was active engagement with legislators, especially the Latino Caucus who provided much needed support to the English Learner agenda. It was a year of constant pressure on behalf of English Learners to change the course of action against them by policies established by the State Board of Education. CABE also was active in and worked tirelessly as a key member of Californians Together, a coalition of educational and non-educational organizations who advocate on behalf of English Learners to shape legislation pertaining to teacher certification, parental rights, student assessment, social promotion and teacher training. The Reading First lawsuit, Pazmiño vs State Board of Education, where CABE signed on as one of the petitioners, was successful in

challenging a discriminatory policy by the SBE. As a result of this lawsuit, teachers in alternative bilingual programs are now ensured of receiving quality professional development in literacy instruction.

Accomplishments

- o Development of Membership Toolkit
- o JDA (Joint Delegate Assembly) Institute at annual Conference for Chapter Presidents and delegates
- o Presidents' Tea honoring chapter leaders
- o CABE Leadership strand at annual conference
- o Action Alerts supporting sponsored legislation and SBE policies/regulations
- o CAPBE (California Association of Parents for Bilingual Education) Leadership Training at annual and regional conferences
- o Membership Recruitment drives at annual and regional conferences
- o Increased institutional memberships

Individual CABE Board members worked to draft legislation and met with other organizations, at the State and national levels, to promote quality programs and equitable instructional practices for English Language Learners. Legislative bills proposed and supported by the coalition passed in the state Assembly and Senate and are awaiting the Governor's signature. Thankfully, there are many people who contributed their time and energy to support CABE's mission and advocate for all children and the wider community.

Organizational Priorities

Strategic Goal Five: Network of Powerful Allies

CABE forms strategic and powerful relationships with organizations and agencies who work with CABE to promote educational excellence in all instructional programs for English Learners.

Accomplishments

Established Ongoing Partnerships:

- o Language Magazine
- o CSG Talk and Listen Interpretation Systems
- o California PTA
- o Californians Together
- o California Subject Matter Projects
- o San Bernardino County Superintendent of Schools Office
- o Farmers Insurance –Wisdom, Integrity, & Tenacity Awards

During the 2003-2004 fiscal year, CABE worked closely with the Instituto para los Mexicanos en el Exterior to promote educational resources for parents and students and held their Grand Opening of "Plaza Comunitaria". As part of Project Inspire, the community technology center provides parents with information about how they can complete their education, and learn about all of the elements of the No Child Left Behind Act.

Collaborating with their international partners Mexico and Spain.



Strategic Goal Six: Fund Development

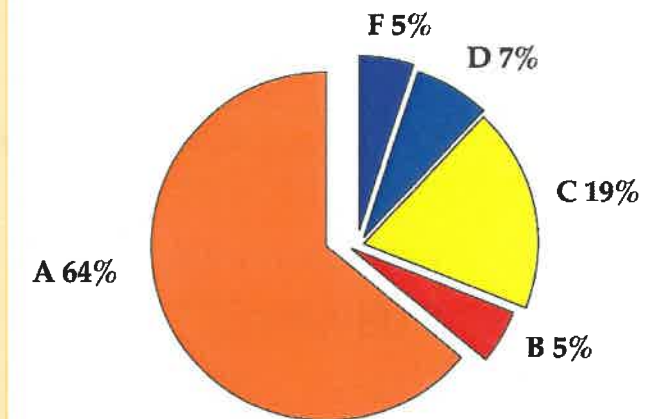
Independent auditors have consistently presented a strong report to the CABE Board with strong indicators of a fiscally sound organization and the implementation of appropriate accounting procedures. The CABE Board of Directors receives financial reports outlining expenditures and revenues for each quarter at each regularly scheduled Board meeting (5 meetings/year). Additionally, CABE has a budget process that is inclusive and provides each Board committee an opportunity to submit a request for funds to carry out Board approved activities outlined in the strategic plan for each committee.

Conference fees, sales of publications and promotional items, membership fees, small donations and cash/in-kind contributions from conference sponsors generate CABE funding for all of the planned major activities of the organization. Additional funding was also generated by additional fundraising activities. CABE received grants from the Endowment Fund (\$10,000), a two-year grant from the Wellness Foundation (\$30,000) to conduct teen pregnancy workshops at the regional and annual conferences and a \$30,000 professional development grant from Washington Mutual. During the 2003-2004 fiscal year, CABE also received funding for a Parent Information Resource Center (PIRC) from the U.S. Department of Education under the No Child Left Behind Act. This grant is in collaboration with the San Bernardino City Superintendent of Schools Office and allows CABE to conduct valuable parent leadership development activities.

Organizational Priorities

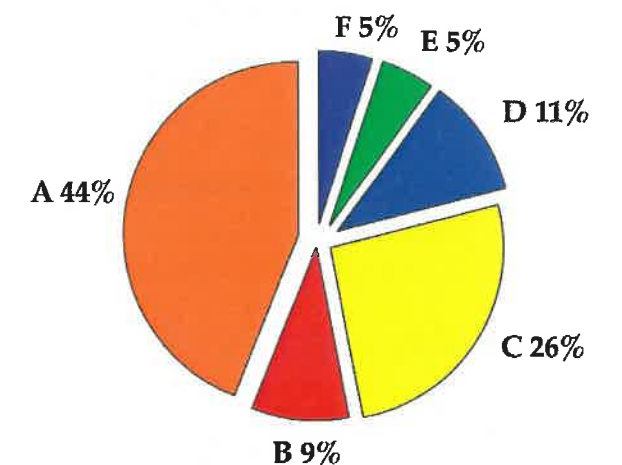
CABE Finances Fiscal Year 2003 - 2004 period ending June 30, 2004

Revenue Analysis (specific services as percentage of total budget)



- A Annual Conference
- B General & Administration
- C Educational Services
- D Membership Services
- E Legislative/Advocacy/Public Relations
- F PIRC

Expenditure Analysis (specific services as percentage of total budget)



During 2004-2005, the following sponsors contributed resources to our annual conference and annual gala benefit dinner and dance. These donations assist CAFE to more effectively carry out our scholarship programs, our advocacy agenda and provide for outstanding professional development for educators and parents focused on English Learner education.

CAFE 2004 Annual Conference

Legacy Level (\$50,000)

Hampton Brown

Corporate Level (\$25,000)

Washington Mutual

Gold Level (\$10,000)

Farmer's Insurance

CSG, Inc.

CTA - California Teachers Association

CTAP - CA Technology Assistance Program

AAA- CA State Automobile Association

Silver Level (\$5,000)

Apple Computers

Bank of America

Harcourt Achieve

Santillana USA Publishing

Instituto para los Mexicanos en el Exterior

Bronze Level (2,500)

Education Office - Consulate of Spain

MacMillan/McGraw-Hill

Montebello Unified School District

Houghton Mifflin Company

LAUSD Teacher Recruitment Program

Chapman University

Grupo Editorial Norma USA

Marble Level (\$1,500)

Pearson Scott Foresman

Union Bank

Conference Supporter (\$500-\$1,000)

El Monte City Elementary School District

ACSA - Association of CA School Administrators

Sweetwater Union High School District

Del Sol Books

Contributions to the CAFE Gala Benefit Dinner & Dance 2004

Legacy Level (\$20,000)

Hampton Brown

Founder Level (\$5,000)

Altria

USC Mexican American Alumni Association

Advocate Level (\$2,500)

2-Way CAFE

California Teachers Association

Harcourt Achieve

(Imprints: Rigby, Steck-Vaughn, Saron)

McDougal Littell

Montgomery Family Charitable Giving Fund

The Sillas Law Firm

Friend of CAFE (\$1,500)

Los Angeles USD

LA County Bilingual Directors Association

Bank of America

Chapman University School of Education

California Foreign Language Project

California Science & Math Project

Elizabeth Jimenez - Gemas Consulting

Francisca Sanchez

Houghton Mifflin

Kurt Graf

Loyola Marymount University

Pearson Learning Group

Edison International

Union Bank

Ward & Brown

Contributions (\$500-\$1,499)

Magaly Lavadenz

UC San Diego

Contributions (\$100-\$499)

Birch Carlson

Charlie Frost, Citizens Bank

Daniel Ward, Language Magazine

Pamela Dixon, Santillana USA

Rebecca Castro

San Jose Convention & Visitors Bureau

Ysabel Delperdang

Yvonne Maria Jimenez, Neighborhood Legal Service

M. Norma Martinez-Palmer

Aida Madison

Bernie Cavanagh

Charlene Fried

Daniel Peña

Dave Olson

Erin Mason

Eva A. Leckman

Jan Gustafson

Jerilynn Smith

Jessie Hernandez

Judy Stojavljevic

Kim Cavanaugh

Linda Miranda

Margarita González

Maria Elena Huizar

Mario Salgado, Salgado & Associates

Mark Cooley

Marta Sanchez

Martha Hall

Martha Hernandez

Matilde C. Perez

Rick Hall, SBCSS

Saul Duarte

Sherry Miyazono

Norm Gold, Gold & Associates

Rosalia Salinas

Contributions (\$25-\$99)

Anthony Martinez

Iris Haapanen

Libna Cazares

David R. Maya

Contributions

Silent Auction Items

Academy of Magical Arts, Inc.
 Aquarium of the Pacific
 Armando Campero
 Autry Museum of Western Heritage
 Blaine Convention Services
 CEC Entertainment - Chuck E Cheese
 Charlene Fried
 Eva A. Leckman
 Francisca Sánchez
 Herman Sillas
 Hyatt Regency Long Beach
 Island Packers
 Jeff Penichet, Bilingual Educational Services, Inc.
 JetBlue Airways
 Lazerstar
 Los Angeles County Museum of Art
 Los Angeles Sparks
 Los Angeles Zoo
 Luis Rodriguez
 Magaly Lavadenz
 Magdalena Ruz Gonzales
 Marcia Vargas
 Martha Hernandez
 Martinez Book Store
 Mimi's Café
 Museum of Tolerance
 Pasadena Playhouse
 Raul & Marcia Vargas
 Regal Cinemas
 Renaissance Long Beach Hotel
 San Gabriel Valley Hotel
 Santa Barbara Symphony
 Santa Barbara Zoo
 SBCSS, San Bernardino County Superintendent of Schools
 See's Candies
 Six Flags Magic Mountain
 Sport Chalet
 Tamayos Restaurant
 Ventura County Chapter of CABA
 Westin Hotel Long Beach
 Wilshire Grand Hotel, LA

Financial Statement

Unaudited

California Association for Bilingual Education

Statement of Financial Position

June 30, 2004

<u>ASSETS:</u>	<u>2004</u>	<u>2003</u>
Current Assests		
Cash & Cash Equivalents	1,469,745	1,250,894
Accounts Receivable	155,656	100,684
Inventory	16,005	20,859
Prepaid Expenses	11,014	59,022
Total Current Assets	1,652,420	1,431,459
Property and Equipment	658,936	678,077
Deposits	2,815	19,185
Long-term Investment	35,904	33,883
TOTAL ASSETS	\$2,350,075	\$2,162,604
<u>LIABILITIES:</u>		
Note Payable	406,222	424,918
Accounts payable and accrued expenses	106,399	106,095
Deferred Income	141,246	171,655
Refundable advances-deferred membership	70,102	74,066
TOTAL LIABILITIES	\$723,969	\$776,734
<u>NET ASSETS:</u>		
Unrestricted	1,311,106	1,070,870
Temporary Restricted - Board Designated	275,000	275,000
Permanent Restricted	40,000	40,000
Total Net Assets	1,626,106	1,385,870
TOTAL LIABILITIES AND NET ASSETS	\$2,350,075	\$2,162,604

Financial Statement

UNAUDITED

California Association for Bilingual Education
Income and Expense Statement
as of June 30, 2004

REVENUE	
Membership Dues	174,518
Conference Fees	1,754,960
Contributions/Sponsors (Includes \$52,600 In-kind)	159,640
Publication and Promotional Sales	60,842
Grants	189,800
Fundraising	98,225
Affiliate Funds	32,500
Other Income (interest, advertising, prior year refunds.....)	29,578
TOTAL REVENUE	\$2,500,063
EXPENSES	
Facilities and Equipment	
Facility Rentals	85,359
Equipment Rentals & Repair	98,143
Telephone	31,333
Depreciation	40,000
Insurance/Taxes & License	31,323
Subtotal	\$286,158
Personnel Costs	
Exempt Salaries	339,339
Non-Exempt Salaries	291,600
Payroll Taxes	54,940
Fringe Benefits	84,804
Temporary Help	15,847
Subtotal	\$786,530
Professional & Outside Services	
Professional Services	56,240
Outside Contracted Services	249,374
Speakers	24,411
Subtotal	\$330,025
Activity Expenses	
Travel	44,837
Meals	10,186
Lodging	54,609
Entertainment	8,650
Food and Beverage Catering	215,937
Scholarships	20,000
Chapter Rebates	38,134
Subtotal	\$392,353
Materials & Supplies	
Office & Activity Supplies (Includes \$52,600 In-kind)	94,015
Awards & Gifts	15,300
Postage and Shipping	41,815
Reprographics	115,946
Cost of Goods Sold	28,487
Subtotal	\$295,563
Other Expenses	
Donations and Contributions	5,250
Dues and Subscriptions	34,971
Seminar & Conference/Education Fees	1,537
Interest Expense	31,272
Office Building Operation Expenses	21,199
Bank Charges & C/C Discount Fees	21,522
Reserved for Scholarship Endowment Funds	12,000
Indirect Cost	7,200
Subcontract with San Bernardino County Superintendent of Schools	19,993
Miscellaneous	14,254
Subtotal	\$169,198
TOTAL EXPENSES	\$2,259,827
NET INCOME	\$240,236

2003-2004 Board of Directors & In conclusion

Magaly Lavadenz, Ph.D., President
Loyola Marymount University

Francisca Sánchez, Immediate Past President
San Bernardino County
Superintendent of Schools Office

Martha Hernández, Vice President
Oxnard School District

Oscar Medina, Director of Legislative Affairs
San Diego County Office of Education

Karling Aguilera-Fort, Director of Community Affairs
San Francisco Unified School District

Jan Gustafson, Director of Financial Affairs
San Bernardino County
Superintendent of Schools Office

Marta Sánchez, Ph.D., Director of Secondary/IHE Affairs
Pepperdine University

Ysabel Delperdang, Director of Para-Professional Affairs
Saddleback Valley Unified School District

Pilar Mejía, Region I Representative
San Francisco Unified School District

Jerilynn Smith, Ed.D., Region II Representative
Alisal Union School District,
Consultant

Rebecca Castro, Region III Representative
Montebello Unified School District

Judy Stojavljevic, Region IV Representative
Educational Consultant

Leonardo SantaOlalla, Region V Representative
Ventura County Schools

Herman Sillas, Legal Counsel
The Sillas Law Firm



CABE Headquarters

16033 E. San Bernardino Road
Covina, CA 91722-3900
Phone: (626) 814-4441

Headquarters Staff

María S. Quezada, Ph.D.
Executive Director

Administrative Services
Jenna Van Son
Executive Assistant

Ruth Navarrete
Receptionist/General Office

Janae Jones/Vanessa Ruiz
General Office Support

Business Services
Lac Nguyen, MBA
Business and Financial Manager

Rachael Millsap
General Accounting Associate

Elizabeth Samaniego
Accounts Receivable

Irma Gallegos
Membership Assistant

Technology Support Services
Sheila Ylagan
Technology Specialist

Paul Flores
Graphic Design

Project Inspire-Parent Information and Resource Center
Mary Hernandez
Project Inspire Coordinator

Maria Guadalupe Estrada
Parent Project Specialist

Education/Conference Support Service
Delma Chwilinski
Director of Conference/Event Planning

Monica Ramírez
Conference Specialist

Jesus Iñiguez
Conference Assistant

In conclusion

CABE sustained a strong presence as demonstrated by all activities conducted throughout 2003-2004. This presence is the result of strong leadership that believes in long-range planning and strong convictions to equity and excellence. The leadership of the CABE Board of Directors, a strong membership, an emerging force provided by parents, and a diligent CABE staff makes CABE an outstanding, strong organization.

A special thanks to the CABE Board of Directors for their tireless work on behalf of the rights of English Learners and all members of our association. You can all be assured that CABE continues to look at diverse ways to support and promote quality education for all into the new millennium.



California Association for Bilingual Education

CABE Headquarters
16033 E. San Bernardino Road
Covina, California 91722-3900
Phone: (626) 814-4441
FAX: (626) 814-4640