

NATIONAL COUNCIL FOR
EDUCATION SUPPORT PROFESSIONALS

NCESP

Network

UNITING INSPIRING LEADING



Fall 2019

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NCESP President's Note

By Rae Nwosu

Greetings!

I am excited to be your new National Council of Education Support Professionals (NCESP) president, and I look forward to representing the interests of Education Support Professionals (ESPs) nationwide.

I live in Austin, Texas, with my amazing husband, Emmanuel Nwosu of 35 years. Our children Osita and Gena reside in Austin. I am a product of the Austin School District and have proudly worked in my district for more than 20 years. I currently work at a middle school as an attendance specialist and substitute coordinator.

My union experience is vast. I have served as a Texas ESP state director, NEA ESP at-large director and on the NEA Program and Budget Committee. I have also served as a local treasurer, a release classified vice president, and release co-president.

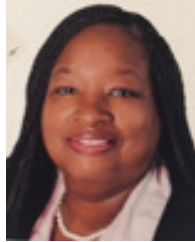
Guided by an ongoing commitment to lift up the voices of ESPs, it will be my mission to ensure that all ESPs feel empowered and have someone who will not simply ask why things are as they are, but how we can make them better.

I look forward to working with you to build NCESP's success. I am confident that we will continue to grow as a council, and that our efforts will ensure that the power and importance of NCESP resonates throughout NEA.

It also gives me great pride to work with the dynamic NCESP Board and regional directors. They are second to none and we will continue to work hard for you.

I look forward to NCESP's continued success, and believe that we will take our great organization to new levels of opportunity and advocacy throughout NEA. ■

Meet Your NCESP Executive Committee!



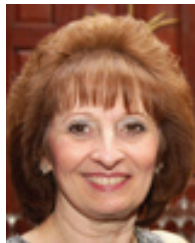
Rae Nwosu, President

Austin, TX
Term: 2019–2022
raeofsunshine88@yahoo.com



Vickie Jacquet, Vice President

Duson, LA
Term: 2017–2020
vmjacquet@lpssonline.com



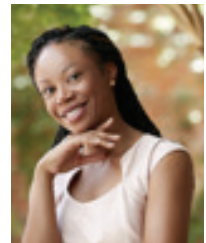
Lois Yukna, Secretary

Metuchen, NJ
Term: 2019–2022
LYukna@njea.org



Karen Slade, Treasurer

Burlington, NC
Term: 2018–2020
kcslade96@gmail.com



Lakilia Bedeau
Mid-Atlantic Regional Director

Paducah, KY
Term: 2019–2022
lakiliabedeau@gmail.com



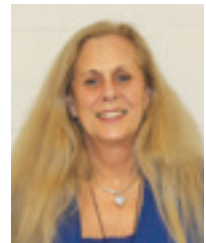
Felicia Hampshire
Southeast Regional Director

Green Cove Springs, FL
Term: 2017–2020
carimania.hampshire@myoneclay.net



Bob McCarty
Western Regional Director

Torrington, Wyoming
Term: 2019–2020
mcbob@hotmail.com



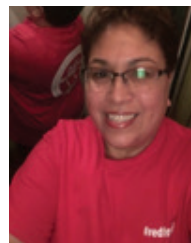
Kathleen Meltsakos
Northeast Regional Director

Groveland, MA
Term: 2019–2022
meltedbunch@comcast.net



Mary Parrish
NCESP Pacific Regional Director

Wasilla, AK
Term: 2017–2020
mary.parrish@matsuk12.us



Mary Ann Rivera
NCESP Midwest Regional Director

North Riverside, IL
Term: 2019–2022
ponceuno@comcast.net

Announcements

SAVE THE DATES!



NEA ESP Conference March 20-22, 2020

Marriott New Orleans
555 Canal Street
New Orleans, LA 70130

Conference Description

The NEA ESP conference is the premier professional development opportunity for Education Support Professionals across the nation. The goal of the conference is to grow and strengthen the professional excellence of ESP members working in Pre-K to Higher-Ed through Association-convened, educator-led, and student-centered learning experiences. With more than 60 interactive workshops to choose from over the course of four days, participants will enhance their knowledge and skills to build community relationships, organize members, advocate for educators, and sustain stronger local associations, helping members excel in their careers and positively impact student success.



NEA National Leadership Summit March 13-15, 2020

Orlando, FL
Hyatt Regency Orlando

NEA Pre-Summit Higher-Ed Conference March 12-13, 2020

Orlando, FL

Thank you, Debby Chandler!

A big thanks to Debby Chandler for her outstanding service to Education Support Professionals across the nation. As president of NCESP, Debby exhibited outstanding leadership and a compassionate heart on behalf of ESP and our nation's students. We know that she will

continue to advocate and fight courageously on behalf of ESPs and our students. Please join us as we thank Debby Chandler for her past service as president of NCESP! ■



Thank you!

ESPQ Highlights

By **Amber Parker**
Director, ESPQ Department

Highlighting Education Support Professionals (ESPs) as Learners and Leaders

Guess what is right around the corner? NEA's ESP Day! Always scheduled for the Wednesday of American Education Week, this year's ESP Day will be celebrated November 20, 2019. The team at NEA will leverage this day to increase visibility of the important roles ESPs have in schools and the difference you make for students. Follow **#WeLoveOurESPs** on Twitter, Facebook, and Instagram to see what transpires!

Though we treat ESP Day extra special, we think it's important to highlight ESPs every day and have been working hard to do that. Here is a sampling of the ways in which we've captured ESP's stories and expertise to share with others:

Podcasts!—If you haven't started listening to podcasts yet, what are you waiting for? Start now! There are so many good ones, including School Me, an NEA Today podcast that features educators sharing their tips, tools, and experience. Here's a sample of what's available. For more, visit neatoday.org (or subscribe to School Me using your podcast service) to check it out!

- Career Growth for ESPs. Nicki Belnap, an accountant at an Oregon community college and a graduate of NEA's Leaders for Tomorrow, discusses her unique career path and shares tips for ESP leadership and professional growth.
- The Teacher and Paraeducator Team. Tameka Mays and Courtney Dooley,

a paraeducator-teacher team in a Delaware math and science classroom, share tips for working together to support students.

- The Path to Leadership as an ESP. Saul Ramos, NEA's 2017 ESP of the Year from Massachusetts, talks about his practice as a 20-year paraeducator and his path to leadership.

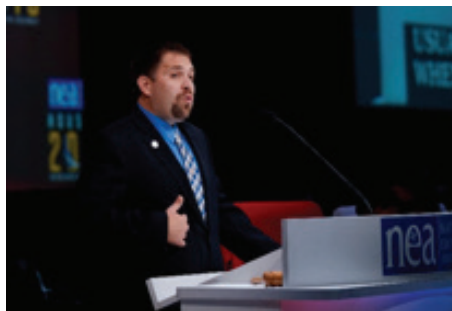
Videos!—NEA's Center for Communications has released several compelling videos. My new favorite features Margaret Powell, a data manager from North Carolina, who talks about the importance of electing lawmakers who will fully fund public schools and ensure the needs of all students are met. Read Margaret's story and watch her video at <https://educationvotes.nea.org/presidential-2020/member-stories/margaret-powell>. More videos featuring ESPs are coming soon.

Articles!—Check out The Best Is Yet to Come in the August issue NEA Today. Members of the ESP Careers Committee explain why professional development is important for ESPs, and shine a spotlight on New Jersey's East Orange Maintenance Association where the ESP Professional Growth Continuum is supporting members. The October issue of *NEA Today* ESPs in Pflugerville, Texas, who are fighting for the right to earn a living wage.

continues

NCESP Members in Action!

As your 2019 NEA ESP of the Year, I'm humbled to serve as an ambassador for Education Support Professionals around the country, promoting the value of ESP members at national and state conferences. I began my education career in 2007 as a special education para-educator in the school system that I attended as a student while I took college classes at night. After receiving my BA in Educational Studies, I was hired as a custodial supervisor. I planned and managed the school's custodial team, grounds keeping, maintenance and related safety and security activities. In addition to my work as a custodial supervisor, I also serve as the school's night watchman and fill in as a bus driver when the district needs substitute drivers.



I serve on the NEA board of directors, Kentucky Education Association board of directors, and numerous committees and task forces. I was involved in the creation of the NEA ESP Professional Growth Continuum (PGC), which provides education support professionals with pathways for professional learning at every stage of their careers. I'm a passionate advocate for all students and all educators. Even so I filed a lawsuit against a forced municipal city annexation, which would have resulted in a loss of revenue for students and a



loss of school support staff in my school district.

I'm excited to be able to share my story with fellow Education Support Professionals so they can be inspired and eager to go back to their locals and pitch in. We have so many outstanding ESPs working tirelessly for our schools, communities, and students. It's important that we continue to do all we can to contribute our time and energy to community building, services for students, living wage campaigns, RESPECT, etc.

I welcome invitations to speak and present at state and local events.

If you would like to request the NEA ESP of the Year to attend your event, please complete the request form at www.nea.org/home/espoyspeaker-request-form

In Solidarity,
Matthew Powell
2019 NEA ESP of the Year

As I reflect on this past year, I realize how fortunate I am to belong to a union! Our union helps our members improve the things that affect their everyday lives, like working conditions, budget cuts, low salaries, privatization and lack of respect. Our union also works to assure our public schools are the best in the nation from student achievement to overall quality and performance of its public schools. Despite these challenges, New Jersey's public schools were ranked as top performing in the nation by Education Week.

Since September 2019, it's been my privilege to serve on our statewide Steering Committee on a campaign on Job Justice Legislation - to make health care more affordable, to provide due process for our ESP members and prevent privatization during the terms of an active collective bargaining agreement. All three bills are being worked on together.

The strategy for this campaign was centered around our members - members meeting with every state Senator and state Assembly person. We helped our members educate legislators on the impact that these bills have on all educators, and to encourage them to support, sponsor and help pass these bills. Our members, from teachers to education support professionals were energized, organized and worked together across the state in this campaign. We became involved in the Red for Ed Campaign and witnessed how collective action can bring about change!

We were successful in getting the two ESP bills voted out of committee, posted and passed before the full Assembly in May 2019 by an overwhelming majority. This work is not complete, and we will not stop lobbying our Legislators until all three bills arrive on the Governor's desk and are signed into law. Then our members will see the true power of collective action within their union!



Lois Yukna

Hello! My name is Travis Vo and I have the privilege of serving as the first At-Large Director for Education Support Professionals on the Board of Directors of the Nebraska State Education Association (NSEA). This will be the first time in the NSEA's 151-year history that an ESP member will have voting rights on the NSEA Board. Previous to this, ESPs only had a representative in an ex-officio non-voting capacity.

In Nebraska, we are making significant strides in our ESP membership. The 2019

Nebraska Delegate Assembly approved a new business item to establish an ESP Task Force that will examine the ESP membership in our state and work to improve the working conditions of our ESP members.

I am excited to work with NCESP to advocate for ESPs on a national level and to continue the work of our national association to support public education for our students.

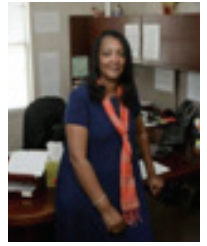


Travis Vo

NCESP Members in Action! *(cont. from pg. 7)*

North Carolina Association of Educators have been busy attending school board meetings and county commissioners meeting. There is an important proposal for a quarter cent tax increase on the ballot in November 2020. If passed, monies will go toward Classified salaries and Teacher Supplements. ESP's have been attending special call sessions, held by the County Commissioners, to make their voices heard on the issue. Recently, Instructional Assistants met with the Governor to speak about ESP salaries and presented him with a copy of their

paychecks. Most are bringing home less than 800.00 month. This explains why most work two and three jobs just to make ends meet. Denise McCoy (pictured here), Title I Parental Involvement Coordinator, was appointed by Roy Cooper, the Governor of North Carolina, to serve on the Teacher Advisory Council. She is representing ESP's of North Carolina!



Denise McCoy

Felecia Hampshire has been an active and dedicated ESP since 1984. She has served as president of her local, site representative and other local positions throughout the years. Felecia served on Florida Education Association's Board of Directors, Executive Cabinet.

from all around her community. From the elementary school she attended as a child, to the high school her husband graduated from in 1978.



Felecia Hampshire

She served in the PSRP Board for the state as Vice Chair and in the AFT OSRP Council.

Felecia works as an Administrative Support Professional in the Clay County School District Transportation Department for recruiting of school bus drivers and monitors.

Felecia was also elected the First African American female to the Green Cove Springs City Council and as Mayor twice. She termed out of office in 2015. She currently serves on the NEA Resolutions committee, where she co-chairs on the Retirement and Benefits committee. She is also the current Southeast Regional Director for NCESP. Felecia is actively involved in her community. She and her husband, Clarence, started the "SOUL FOOD and Music Festival in 2002 and just finished up the most successful festival this past October 5th, with recording artist, Miles Jaye and other local bands. This festival allows Felecia to involve schools

In her local, they settled a contract which gave ALL drivers, monitors and other support employees raises. Almost all of their school buses have air conditioning now.

There are lobbying efforts in place for the upcoming legislative session 2021.

Currently, in the state of Florida, we are working on offering more trainings at our Summer Academy and Scholarships to National Training's, such as our ESP conference. We are finding more ESP's to take on leadership roles at the National level and on FEA committees. ■

NCESP's 25th Anniversary!

Next year will mark the 25th anniversary of NCESP! This is an incredible accomplishment and one worthy of celebration. We stand on the shoulders of tremendous educators and advocates on behalf of our nation's Education Support Professionals and students. Stay tuned for updates on how we intend to celebrate this very important milestone, next year. The NCESP Council was formed in 1995. We've provided a snapshot of some of ESP/NCESP's timeline and history since 1934.

NCESP Presidents (in order of service)

Karl Bell: 1995–1996

Karen Mahurin: 1996–2007

Laura Montgomery: 2007–2015

Debby Chandler: 2015–2019

Rae Nwosu: 2019–

ESP/ NCESP Timeline

1934 – Meeting of the National Association of School Secretaries (NASS)

1946 – NASS became a department within NEA

1967 – ESP included as members (only for Education Secretaries)

1972 – A membership category for “Auxiliary Personnel” is changed to “Paraprofessionals”.

1988 – ESP's included as “Active Members.”

1989 – ESP Caucus was formed.

1995 – NCESP created under the leadership of **Karl Bell- NCESP's 1st president.** NCESP gained observer status at the NEA Board meeting and established an operating budget and part-time staff was assigned to the council

1996 – **Karen Mahurin elected as NCESP's 2nd president**

1997 – Iona Holloway- 1st ESP Elected to Executive Committee (EC)

2001 – Changed from “Personnel” to “Professional”

2002 – ESP Quality (ESPQ) Department formed

2006 – Focus on Professional Development provided to ESP and lifting up word “Professionals”

2007 – **Laura Montgomery elected as NCESP's 3rd president**

2007 – Leaders for Tomorrow created

2008 – Paula Monroe became the 2nd ESP Elected to EC

2013 – Maury Koffman 3rd ESP elected to EC

2015 – **Debby Chandler elected as NCESP's 4th president**

2019 – **Rae Nwosu elected as NCESP's 5th president**

2020 – NCESP Council turns 25!!
(March 2020) ■

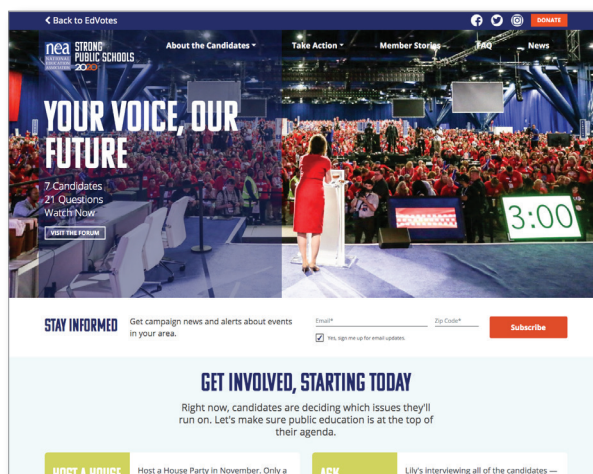
NEA Message—Election 2020!

In 2020, with so much at stake for the future of our country, educators must use their powerful voice to elect a president who believes that all students – regardless of where they live and how much money their family makes – deserve the support, tools, and time to learn in a public school. Public education is the greatest force for good in our country. Every day, every public school in America is educating tomorrow’s inventors, thinkers, artists, and leaders. We need a candidate who believes in and supports this mission of great public schools for every student.

If we’re serious about every student’s future, let’s get serious about doing what works. Candidates must be willing to fund all public schools so students have the educators, one-on-one attention, inviting classrooms, and well-rounded curriculum they need to help them succeed.

We need you to get involved now!

Please visit educationvotes.nea.org/presidential-2020 to take the Strong Public Schools 2020 election pledge, register to vote, host a house party or become a delegate to your party’s convention. ■



ESPO Highlights *(cont. from pg. 5)*

Up next? A story on lunch shaming that includes insight from a nutrition manager in Richmond, Va. Follow *NEA Today* on Twitter, Facebook and Instagram to keep up with important education news.

Podcasts, videos, articles, and more are made possible by your willingness to be interviewed, recorded, photographed

and more. I thank you for allowing NEA’s ESP Quality and Communications teams to capture and tell your stories, and for the good work you do every day. To stay up to date on ESP news and the latest offerings from ESP Quality, visit nea.org/esp and follow us on Facebook (facebook.com/groups/NEAESp) and Twitter @NEArESpECT.

We Want to Hear from You!

Do you have ideas for topics that should be covered in our newsletter? Do you want to shout out a colleague for their amazing work, whether in the classroom or in the community? Would you like to be a contributor?

If you answered yes to any of those questions, please send an email to **Therman Evans at tevens@nea.org**.

Please visit our website at **www.nea.org/home/National-Council-for-Education-Support-Professionals** to learn more about NCESP and get updates!

If you are having any challenges with your membership, please email Corrisa Barker at **cbarker@nea.org**.

We look forward to hearing from you! ■

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National Council for Education Support Professionals

Now Accepting ESPOY Nominations!

NEA will present its 29th annual NEA Education Support Professional (ESP) of the Year Award at the 2020 NEA ESP National Conference on Saturday, March 21, 2020. The conference will be held March 20-22, 2020 at the New Orleans Marriott.

This year all nomination forms are electronic. Hard copy nominations will NOT be accepted. There are five (5) required forms, including:

1. Nomination Form (to be completed by the nominee);
2. State Affiliate Acknowledgement Form (to be completed by the State Affiliate President); and
3. Three (3) Letter of Recommendation Forms.

Nominees must also submit one high-resolution photo via email. **All nomination forms and the nominee photo must be submitted by 5:00 p.m. EST on Monday, December 9, 2019.**

A state affiliate can choose one of the following two nomination procedures:

State Nomination: A state affiliate may submit one nominee through its ESP award program. A state award system is one developed by the state affiliate that solicits nominations from local affiliates and then selects one statewide nominee. Criteria for the state award may be designed by the state affiliate but must not conflict with the national award's criteria and purpose. A submission by a state affiliate requires the signature of the state president.

Local Nomination: If a state affiliate does not have an ESP award program in place for the 2019-20 school year, the affiliate may inform local affiliates that they may submit one nomination directly to NEA. Local affiliates are encouraged to send a copy of their nominations to the state affiliate. A submission by a local affiliate requires the signature of the local president.

RELATED LINKS

- [NCESP Candidate Nomination Form](#)
- [NCESP Membership Renewal](#)
- [NCESP Network](#)
- [NCESP Individual Membership Form](#)
- [NCESP Associate Membership Form](#)
- [NCESP Organization Membership Form](#)
- [NCESP State Affiliate Sponsorship Membership Form](#)
- [NCESP Constitution and Bylaws](#)

Through the eyes of Sofi, a middle school student, see how Education Support Professionals (ESP) make a difference in the lives of their students, both in and out of the classroom in the video animation, [Education Support Professionals: Meeting the Needs of the Whole Student!](#)

[Key Facts About NEA's ESP Members](#)

[Education Support Professional Careers](#)

NCESP

1201 16th St., NW, Suite 518
Washington, DC 20036

2018-2019 Officers

Rae Nwosu	President
Vickie Jaquet	Vice President
Lois Yunka	Secretary
Karen Slade	Treasurer
Mary Parrish	Pacific Region
Kathleen Meltsakos	Northeast Region
Lakilia Bedeau	Mid-Atlantic Region
Felecia Hampshire	Southeast Region
Bob McCarty	Western Region
Mary Ann Rivera	Midwest Region

NCESP Network

Addressing the issues of education support professional members with **one common voice**. *NCESP takes pride in advocating for the right of every ESP member, ensuring that ESP members are integrated into all NEA programs.*

