NCESP GENERAL MEMBERSHIP VIRTUAL MEETING - SESSION 1
JUNE 26, 2021
4:15pm – 6:15pm

Call to Order
The General Membership Meeting of the National Council for Education Support Professionals was called to order virtually by President Rae Nwosu on June 26, 2021 at 4:19pm. President Nwosu welcomed all members, guests, and staff. Present were President - Rae Nwosu, Vice President - Vickie Jacquet, Secretary - Lois Yukna, Treasurer – Karen Slade, Northeast Regional Director – Kathy Meltsakos, Midwest Regional Director – Mary Ann Rivera, Pacific Regional Director – Mary Parrish, Western Regional Director – Eddie Chacon, Southeast Regional Director – Nelly Henjes, Parliamentarian – Stan Johnson, NEA Staff - Cory Wofford, Therman Evans, Patricia Tallington, Angel Settle, Corrisa Barker, NEA Executive Committee Member - Eric Brown and NEA 2021 ESP of the Year – Kimberly Scott-Hayden. There are thirty-five members registered, therefore, a quorum is present. According to our Constitution & By Laws, we have organizational members who have weighted votes. Organizational Members with 1-100 members have 2 votes, 101-200 members have 4 votes, 201-300 members have 8 votes and 300+ members have 11 votes.

President Nwosu briefly explained the process being used for both virtual sessions on June 26, 2021, and June 27, 2021, in which members would have 45 seconds to vote in support or opposition on measures before the body. Following your vote, you will receive a confirmation. You will also have access to controls to request to speak, join the debate or make a point of order. When requesting to speak, you will receive a phone call, therefore, it is important to answer your phone. There is the ability for technical support and a chat window is provided, if needed.

Meeting Information & Governance Documents
The following documents were posted on the NEA NCESP website:

- NCESP 2021 Virtual General Membership Meeting June 26 & 27 Meeting Agenda
- NCESP Virtual 2021 General Membership Meeting Requirements
- NCESP 2021 General Membership Meeting Rules of Procedure
- NCESP Constitution & Bylaws
- Proposed Amendment to the NCESP Constitution & Bylaws
- NCESP March 20, 2021, Virtual General Membership Meeting Minutes
- NCESP 2021 Membership Report
- NCESP 2021-2022 Proposed Budget
- NCESP 2021 Amendment Form
- Original NCESP Standing Rules
- 2021 Treasurers Report
- Mary Parrish - Pacific Regional Director Report
- Kathy Meltsakos - Northeast Regional Director Report
Adoption of the Agenda
NCESP President Nwosu presented the agenda which was emailed to all members. Midwest Regional Director Mary Ann Rivera made a motion to adopt the agenda with flexibility and seconded by Northeast Regional Director Kathy Meltsakos. Question by Veronica Henderson, Maryland – Will there be an opportunity for those online to present an NBI or Resolution for support from the body regarding the RA? Response from President Nwosu – not at this time. **Hearing no further questions or objections, the agenda was adopted with flexibility.**

NEA 2020 Education Support Professional of the Year
President Nwosu welcomed and introduced with great honor the NEA 2021 Education Support Professional of the Year from New Jersey – Kimberly Scott-Hayden. Kimberly was excited and honored to welcomed everyone to the kickoff for the NCESP annual General Membership Meeting. Kimberly stated: this meeting is an amazing opportunity to learn from each other, share ideas and raise our voices up. Kimberly stated we are engaging in important work when we gather to go over our goals and issues we are confronting, and how together we can overcome and resolve these matters. Collectively, we have the power to change the lives of our students for the better, and we know that to make students successful, we need to be confident in our work and proud of what we do. When we engage in professional development to improve ourselves, when we engage in our communities either volunteering or running for office, and when we contribute to our local associations by taking on leadership roles, grabbing the hand of a colleague, and bringing them along; we add value to public education and create more successful student outcomes. In other words, we make a difference!

Land Acknowledgement
NCESP Mid Atlantic Regional Director Veronica Henderson presented the Native American Land Acknowledgement-2021-2022. Osiyo to fellow delegates and honored guests…

- A land acknowledgment is a simple, but powerful way of showing respect, and serves as a step towards correcting the inaccurate stories and practices that erase an Indigenous people’s true history and culture. It is in this spirit that I begin by humbly making this land acknowledgement of the traditional native people of Maryland on whose land I stand, and I ask that we in attendance thank them for their hospitality and stewardship of this land.

- The best-kept tribal history supports proof of two major tribes – the Algonquians of Eastern, Southern and Western Shores of Maryland and the Iroquois of Northern and Central Maryland. These two include, but are not limited to, the following geographic tribal names that many of us are familiar with: the Anacostian’s, the Assateague, the Choptank, the Lenape, the Matawomen, the Nanticoke, the Ohio Valley, the Patapsco, the Patuxant, the Piscataway, the Pocomoke, the Powhatan, the Susquehannock, and the Tutelo & Saponi just to name a few.
- We are all asked to honor America’s First People and all elders - past, present, and emerging. We are also called on to learn, and share what we learn, about the authentic tribal history, culture, and contributions that have been suppressed in telling the true story of America. In doing so, such actions further serve as a means of inviting and honoring the genuine and historic truth of Maryland’s First People.
- Wado!

**Moment of Silence**
President Nwosu asked for a moment of silence to honor all our educators and those that have lost family members over the last year as a result of the pandemic.

**Standards of Conduct**
NEA members shall observe the organization’s code of conduct at all meetings:
1. Respect others and their views.
2. Recognize and value individual differences.
3. Promote mutual respect, understanding, and cooperation as the basics of interaction amongst participants in NEA activities, events, or meetings.
4. Maintain the reputation of the NEA by conducting themselves in accordance with the highest standards of professionalism.

If you experience any harassing, discriminatory, or otherwise unacceptable behavior, please contact NEA Executive Committee members, Robert Rodriguez at rrrodriguez@nea.org or Hanna Vaandering at hvaandering@nea.org to report the incident.

**Adoption of Rules for Procedure/Suspension of the Rules**
The motion to adopt the Rules of Procedure and Suspension of the Rules for the virtual 2021 NCESP General Membership Meeting were posted on the NCESP website and emailed to all NCESP members. The motion comes from the NCESP Executive Committee and, therefore, does not require a second. **Hearing no questions or objections, the attached Rules for Procedure and Suspension of the Rules were approved without objection.**

**Introductions**
President Nwosu introduced the NCESP Leadership Team…
Vickie Jacquet, NCESP Vice President
Lois Yukna, NCESP Secretary
Karen Slade, NCESP Treasurer
Mary Ann Rivera, NCESP Midwest Regional Director
Kathleen Meltsakos, NCESP Northeast Regional Director
Mary Parrish, NCESP Pacific Regional Director
Nelly Henjes, NCESP Southeast Regional Director
Eddie Chacon, NCESP Western Regional Director
Stan Johnson, NCESP Parliamentarian
NEA Staff – Corrisa Barker, Angel Settle, Cory Wofford, Patricia Tallington & Therman Evans
Adoption of the March 2021 General Membership Minutes
NCESP Secretary, Lois Yukna presented the March 2021 NCESP General Membership minutes for approval. The NCESP minutes were posted on the NCESP website and emailed to you in advance of this meeting. There were no corrections, additions, or deletions to the minutes. The minutes were approved as distributed.

President’s Address
NCESP President, Rae Nwosu thanked everyone for all they do as ESPs and stated it has been a long journey for all of us. The work we do across the country for our students and staff is so important. Thank you! You have showed up and showed out. Remember who we are – bus drivers, custodians, cafeteria, clerical staff, health assistants, teaching assistants – we are all fighting together to make students have what they need no matter their zip code. We live in the community in which we work, we know our families, and we constantly fight for our children and everyone within the schools. The Vice President of Washington State – Janie White – always says - We should always remember that our buildings and worksites will not open without us – never forget we are the first and last that our students see. This year, districts across the country are cutting staff. NEA will be here for you and us. Continue to work with NEA to get what you need to get through the tough times. We know the challenges and NCESP will be here for you. You need to let us know what you need, and NEA has many resources to support you to make it a better year. There are grants available for ESP and resources from ESP Q department. NCESP fights for ESP leaders on the front lines – and will continue to fight and work for you. Contact President Nwosu, the NCESP Officers or Regional Directors for assistance when needed.

Committee Reports
Budget – NCESP Treasurer, Karen Slade presented the NCESP Budget Report which was posted on the NCESP website and sent to all members last month. There were no updates to the written report and no questions from the body.

Membership Report
NCESP Vice President, Vickie Jacquet presented the Membership Report which was emailed to the membership last month and posted on the website. The updated report is as follows:

- 18 - Associate Member
- 105 - Individual Members
- Organizational Memberships
  - Michigan Education Association – Michigan
  - Michigan Local – Michigan
  - Middlesex County Education Association – New Jersey
  - Education Minnesota – Minnesota
  - University Staff Association – Massachusetts
• 1 – Platinum State Affiliate Sponsorship
  o New Jersey Education Association

• 2 Year Membership – 2021-2022
  o 6 – Associate Members
  o 55 Individual Members

There was a question from Margaret Powell – North Carolina Association of Educators - What is the plan to increase membership in the upcoming year? Vickie Jacquet responded - The Regional Directors and Officers will be calling NEA members who are not NCESP members and convey what NCESP has to offer and how we are on the front line fighting and lobbying for benefits to assist ESPs in their job categories. President Nwosu challenged the Board of Directors to assist in recruiting members.

Regional Directors’ Reports
The NCESP Regional Directors’ written reports were received prior to the meeting. A Western Region report from Regional Director Eddie Chacon will be posted on the website.

There was a question from Audrey Nichols – Arkansas Education Association - In reading the reports are the Regional Director reports for that state or about the regional areas? President Nwosu responded the reports are about the work the Regional Directors are doing within those states and members are asked to contact their Regional Directors if they have information to report. The reports were accepted as written.

Acknowledgement
President Nwosu acknowledged and thanked Eric Brown – NEA Executive Committee member for his support and who has worked with NCESP.

Proposed 2021-2022 Budget
NCESP Treasurer, Karen Slade presented the 2021-2022 proposed budget which was emailed to all members. There were no questions from the body and a vote was taken. The 2021-2022 proposed budget was adopted.

Proposed Changes to the Constitution & By-Laws
The Constitution & By-Laws Committee Chair – Lois Yukna - presented a proposed change and rationale to the NCESP Constitution and Bylaws. The following change has been recommended by the NCESP Executive Committee:

• In compliance with our Constitution and Bylaws, the proposed change was sent to you and posted on the NCESP website approximately one month in advance of this meeting.
• A two-thirds vote is necessary to adopt the proposed change.
• The proposed change to the Constitution and Bylaws that will be considered today originated from discussions with the NCESP Constitution and Bylaws Committee and they have been approved by the NCESP Executive Committee.
• In addition, NCESP members were able to submit amendments to the proposed change up until noon on June 15, 2021. (Amendments apply to this change only. All other amendments to the Constitution are due by May 1). An amendment was submitted but was not related to this proposed change.

• No amendments to the proposed NCESP Constitution and Bylaws change were submitted by the deadline, so we will proceed with the adoption of the proposed change to the Constitution and Bylaws as originally posted and presented.

**Proposed Change**

• Each candidate for office shall be an active Education Support Professional member of NEA and an active member of NCESP for 1 year prior to the May 1 deadline to declare candidacy.

**Rationale**
The addition to the original language is to clear up any confusion about how long a member has to be involved in NCESP before becoming eligible to run for an office in the Council. **Hearing no questions or objections, the proposed change to the NCESP Constitution was adopted.**

**Questions/Concerns**
President Nwosu called for any questions or concerns about today’s meeting:

• Margaret Powell – ESP Directors At-Large accept the challenge to recruit five new members for a total of 105 members before the September Board meeting, so the council grows, can move forward, and do the work.

• Percy Brown – Michigan Education Association – clarification question to procedure – assume since no one stated opposition to Constitution By-Laws, there was no vote? President Nwosu responded – yes, there was no objection, so no vote was required.

**Motion to Recess**
This meeting stands in recess at 5:17pm until Session 2 on June 27, 2021, at 4:15pm.

Respectfully submitted,

*Lois Yukna*
NCESP Secretary