



NCESP COUNCIL

UNITING INSPIRING LEADING



Winter 2023

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President's Comments and Reflections

By **Lois Yukna**
President, NCESP



Greetings, NCESP!

I hope everyone is having a successful school year so far. Back-to-school is a time for fresh starts and a time to reconnect with old friends and build new relationships.

It was wonderful to see so many of you attending the Representative Assembly (RA) and at the NCESP General Membership Meeting this past summer. The voices of Education Support Professionals had an impact throughout the RA on a variety of business items.

We are vital to the mission of the NEA – which is to give every student an opportunity to attend a great public school. We must continue to advocate for the resources to do our work – in classrooms, offices and libraries, to cafeterias, hallways and school grounds. We are at the forefront of NEA's transformation, shaping how we as a union advocate for public education and all education employees.

Following the RA and as we do at the beginning of every fiscal year, the NCESP leaders come together for a retreat. We use this time for team building and developing a shared understanding of the vision, core values, and strategic direction of NCESP. We build upon these ideas to move NCESP forward in answering the question, “Where do we want NCESP to be months or years from now that is different than where we are today?”



Vice President Moss visited with us during the NCESP Retreat!

Our discussions were rich, innovative, and grounded in President Pringle's vision priorities to Protect, Promote & Strengthen Public Education. We explored ideas around capacity, member engagement, affiliate engagement and the organizational levers that must be engaged to develop and build a deeper commitment towards racial, social, and education justice and equity.

We also developed a new mission statement that we feel encompasses the purpose, culture, and values of NCESP and articulates why NCESP exists. It reads as follows:

The National Council for Education Support Professionals (NCESP) amplifies the voices of Education Support

(see pg. 13)

NCESP COUNCIL LEADERS



Lois Yukna, NJ
President



Kathy Meltsakos, MA
Vice President



Mary Parrish
Treasurer



Vallerie Fisher, WA
Secretary



Antoinette's Felders
Pacific Region



Michael Glabere, WI
Mid-West Region



Veronica Henderson
Mid-Atlantic Region



Nelly Henjes
Southeast Region



Bobby Travers, MA
Northeast Region

Reports and Highlights from Your Regional Directors!

Linda Estrada

NCESP Western Regional Director

Hola!

My name is Linda Estrada, a campus secretary from Donna, Texas. I also have the honor of serving as the state-wide Vice President for the Texas State Teachers Association. I am so excited to announce that I was officially elected to serve 1 year as the Western Region Director, which includes the following states: Texas, Oklahoma, Arizona, Kansas, Colorado, Wyoming, Utah, Nebraska, and New Mexico and help showcase all the awesome work being done by our fellow Education Support Professionals.

A new school year is upon us and so much has happened since the last newsletter.

The National Council for Education Support Professionals Executive Team met for 2.5 days in September for the purpose of how to better serve our ESP members. We worked on defining and identifying our values, the NCESP Purpose Statement, and Goal Setting for the 2023-2024 school year.

In the news...

- The Oklahoma Education Association is focusing on pay raises for Education Support Professionals (ESP). The Oklahoma legislature passed a big funding package that should hopefully help. The Oklahoma Education Association worked to encourage earmarked raises for ESPs.
- OEA also sponsored an ESP Round-UP meeting where they discussed membership, recruitment, and contract language, and have brought back a more formal yearly ESP Conference.
- This year's ESP Conference will be held on November 18th, 2023, at the OEA office

in Oklahoma City. Thank you OEA and Brendan Jarvis, OEA State Coordinator for your continued support!

- The NEA is also promoting the ESP Bill of Rights & Respect, How to Build a Strategic Campaign through the NEA ESP Quality Webinar Series. This webinar series was designed to help us learn how NEA members, staff and leaders have collaborated to build a strategic campaign to increase ESP visibility, rights, and respect. The next webinar will be presented by the Illinois Education Association on November 27, 2023. Also, a Spanish webinar will take place on Thursday, Dec. 14, 2023.





This webinar series is only for NEA members, staff, and leaders. You can register @ bit.ly/ESPRightsRespect

I look forward to hearing many more inspiring stories to report on and growing our membership along the way! Please contact me at lestrada45_78537@yahoo.com to send me any information to help elevate ESP activities or issues happening at your local or state.



FYI:

- Our membership runs from September 1st to August 31st. Please log on to <https://web.cvent.com/event/671d26da-d07f-407c-a5be-2068388349c1/summary> to update your annual membership.
- If you haven't had a chance, please visit our website at <https://www.nea.org/nea-councils/national-council-education-support-professionals> to get more information on how important it is to be a member of the NCESP.

Gracias y hasta luego!

Veronica Henderson

NCESP Western Regional Director

Another academic year is well underway and educators nationwide have geared up for what all are hoping to be a year of successes for our students and our Education Support Professionals (ESP).

For those who may not know, I am pleased to inform you that I was elected to a three-year term to once again serve as the Mid-Atlantic Regional Director for the National Council of Education Support Professionals (NCESP). As a dues-paying member of the Maryland State Education Association, you are also invited to become a dues-paying member of NCESP.

Since 1995, the NCESP has worked within the National Education Association (NEA) to represent the specific interests of all nine (9) categories of Education Support Professionals and to advocate for ESP issues. The council needs the support of its constituents to ensure that ESPs have a strong voice and presence in the NEA organization.

Please know that while we are affiliated with NEA, we operate mostly on membership dues. NCESP must increase its membership to demonstrate that ESPs are committed to being a strong presence in NEA and are not to be ignored.

Membership numbers matter!!! If you have not already done so, please visit the following link to renew your NCESP membership and encourage your fellow ESPBC members to do the same. The annual NCESP membership fee is **\$25** per year, and the *NCESP membership year runs from September 1st through August 31st for the year in question.*

You may register online at: <https://web.cvent.com/event/1af11b86-1f34-46fd-8df9-37e1c1b26860/summary>. Your NCESP membership entitles you to exercise your right to vote regarding NCESP campaigns, elections, bylaws, and budget issues.

There are several ESP initiatives currently in the forefront this year.

The Maryland State Education Associations' (MSEA) **"ESP Bill of Rights"** has already been endorsed by all ESP local in Maryland. In fact, almost every local in Maryland has signed up to support this initiative. Please visit the following link for more information: https://www.marylandeducators.org/wp-content/uploads/2022/12/ESPBillofRights_Final_10.12-1.pdf.

On the federal level, the **"ESP and School Support Staff Family Leave Act"** is being co-sponsored by Senator Duckworth and Congressman Casten (S.B. 226 and H.R. 770 respectively). This bill allows education support professionals to meet the hours-of-service requirements for family and medical leave if they have worked a number of hours equal to not less than 60% of the total monthly hours expected for their job descriptions and duties, as assigned for the previous school year. For updated information, please visit: <https://www.duckworth.senate.gov/news/press-releases/ahead-of-30th-anniversary-of-fmla-duckworth-and-casten-re-introduce-bipartisan-bill-to-help-ensure-education-support-professionals-can-access-fmla-benefits#:~:text=That%20is%20why%20educators%20are,by%20up-dating%20the%20Family%20and>.

I am proud to announce that the Maryland State Education Association (MSEA) at its September Board meeting voted to join NCESP with a

state Organizational membership which grants MSEA 11 state votes on NCESP policy issues. **It would be great if every state in the Mid-Atlantic Region would do the same.**

Just a reminder: The NEA 2024 Leadership Conference is scheduled for March 1-3 in Chicago, and the NEA 2024 ESP Conference is scheduled for March 22-24 in Las Vegas. Contact your local and state president to let them know you are interested in attending these very important events.

BIG NEWS: Ivory Smith, an NEA ESP Director At-Large from MD was elected to once again serve on the NEA Budget Committee, and James Henderson from MD was once again appointed to a 3-year term on the NEA Resolutions Internal Editing Committee (IEC) and has been appointed to serve as Chair of the NEA IEC, the first Education Support Professional to ever hold such an honor. Mid-Atlantic Kudos to both! NCESP is counting on you to support the NEA ESP Bill of Rights!

Please know that I am committed to continuing to represent our Education Support Professional members responsibly and effectively, and it is my intent to converse with my members as often as I can. It is important to me that members know they are seen for more than the local, state, NEA and NCESP dues they pay. I am sincerely interested in your concerns, involvements, and successes. I invite you and your fellow ESPBC members to feel free to contact me at: Cherokee623@gmail.com. In the meantime, continue to stay safe and to make your own happiness. **Wado!**

Antoinette Felder

NCESP Pacific Regional Director

Dear NCESP Pacific Region Members,

I hope this message finds you well and in good spirits. It is both an honor and a privilege to introduce myself as your newly elected NCESP Pacific Regional Director. I am thrilled to embark on this journey with you and

to serve as a dedicated advocate for the extraordinary work you do within our region. My area will include the following states: Alaska, California, Montana, Idaho, Hawaii, Nevada, Oregon, and Washington.

First and foremost, I want to take a moment to express my heartfelt gratitude for the exceptional dedication and hard work that each one of you brings to our organization. It is your unwavering commitment to our students and your tireless efforts that makes your region a vibrant and thriving community.

As your regional director, I am here to ensure that your concerns, issues, and needs are heard and addressed. But I need your help in building up our membership. As we all know, numbers matter! The more members we have, the louder we are and the stronger we become.



Mandy Swarthout

**Alaska's ESP of the Year
A paraeducator from Finger Lake
Elementary School.**

In addition, I had the opportunity as a guest to attend NEA-Alaska Fall Conference from October 12th to 15th, 2023, in Anchorage, AK. This conference was a great way to connect with like-minded professionals, (Education Support Professionals) leaders and engage in meaningful discussions.

During the conference, I was able to accomplish the following:

- Introduce myself and share my professional background;
- Emphasize their role in the schools and community.
- Listen to the challenges and opportunities Education Support Professionals face in their roles and how they contribute to the success of schools;



- Discuss current issues in education: such as equity, inclusion, and the impact of technology; and
- Explore how to connect with other Education Support Professionals and educators to exchange ideas and best practices.

It was a pleasure to have engaging conversations with our Alaskan ESPs working to encourage and engage members in local and remote areas. I emphasized that NCESP was there to support, mentioning the campaign to the “Bill of Rights”, and how important their membership is in having a voice in NEA and nationwide.

Together, we will navigate the challenges and celebrate the successes. Let us continue to make a positive difference in the lives of our members, our students, and our communities.

.....

Mike Glabere

NCESP Midwest Regional Director

Hello, NCESP!

My name is Mike Glabere and I am the NCESP Midwest Regional Director. It was great to see so many of you at the RA this past summer. I was inspired by your advocacy and I am convinced that when educators are respected, appreciated, heard, and have the resources we need, we can give students our very best.

As you know, your NCESP leaders participated in our annual retreat a couple of months ago in September. It was very productive and we reaffirmed our commitment to win for our students, our schools, and ourselves.

All of us made commitments for this fiscal year to ensure that we continue our work on behalf of Education Support Professionals around the

nation. My plan and commitments include the following:

- Building a strong contact list for all states I represent;
- Meet with all of my states before the end of the year;
- Send monthly emails to all members and state coordinators and contacts;
- Attend ESP Bill of Rights Webinars in October and November; and
- Build support for the ESP NEA Executive Committee constitutional amendment.

I look forward to working with all of you!

.....

Bobby Travers

NCESP Northeast Regional Director

Hello, NCESP!

My name is Bobby Travers and I am your northeast regional director. I have always believed that Public education is the foundation of our democracy and Education Support Professionals are the bedrock of our schools. I am a paraeducator here in Massachusetts and surrounded by Education Support Professional rock stars every day.

We play vital roles inside and outside the classroom. We keep schools and campuses running and ensure students are safe, healthy, and ready to learn. We are among our most dedicated educators, but our pay is so low that many of us qualify for public assistance, and are working two or three jobs to keep our families afloat.

This is why organizations like NCESP are so important. We are an advocacy organization committed to amplifying the voices of Education Support Professionals within the association

and around the nation.

During our annual retreat in September, we made individual and collective commitments to the vision and mission of NCESP and the NEA.

Some of my commitments include:

- Building a communication strategy in the NCESP regional states I represent;
- Establish a directory of state officers and ESP staff for each state affiliate; and
- Help to build more capacity and increase NCESP membership.

NCESP is on the move. It’s great to be a part of an organization that has a legacy of strong leaders and a big vision and mission for ESPs around the nation.

I look forward to collaborating with all of you and fighting with you to make the personal and professional lives of Education Support Professionals around the nation the best that they can be.

I hope to see you in March at the ESP Conference in Las Vegas!

.....

Nelly Henjes

NCESP Southeast Regional Director

My name is Nelly Henjes and I am your NCESP southeast regional director. I am also the local president of the Pinellas Educational Support Professionals Association here in Florida.

We are in a continuous fight with our school district for better pay, affordable housing and childcare. Our members are struggling. Yet, our elected politicians would rather wage culture wars on schools to undermine the institution of public education and the needs of educators who dedicate their lives to students.

NEA's Campaign to Promote, Protect, and Strengthen Public Education

The Vision

We believe public education is the foundation of an inclusive democracy, economy and society. To prepare every student for a healthy and happy life, fulfilling career, and community-strengthening civic participation, the United States must preserve and improve a universally accessible, high-quality system of public education. Today, there are forces aligned to not only privatize public education, but exploit “culture wars in education” to alter the balance of power at the local, state and national level in a way that will impact issues beyond education. If the attack on public education is successful, not only will it undermine a public good designed to benefit the country, it will thwart progress toward building a more inclusive and fair economy for all, sustainable climate, and more equitable society.

Therefore, we will build a multi-racial, intergenerational, multi-issue solidarity movement that will educate, engage, and organize for action to strengthen, promote, and protect public education as a cornerstone of democracy and opportunity. We will expose the motive of the politicians and decision makers who, by privatizing public education and dividing communities based on race, place, and gender identities, are focused on profits and holding onto power at the expense of every student and every community in America.

Engaging educators, parents, students, and community allies around the freedom to learn and freedom to teach will underscore for all Americans the importance of preserving all forms of freedom that are vital to the American Dream.

The Threat

The extreme right is accelerating its education privatization efforts which satisfy two long-desired goals:

1. To dismantle yet another public good and privatize it so that corporations can profit, and
2. To achieve wholesale political realignment in this country by electing ultraconservative (and more recently, devotees of white nationalist policy and rhetoric) individuals at every level to control

the nation's resources and policy landscape. The extreme right is very transparent about its use of the education issue to achieve both of these goals. They are utilizing fear and racial division to drive wedges and weaken and divide the traditional coalitions that have stood in support of public education.

The Opportunity

Collectively, we are well positioned to thwart these threats and seize the opportunity to connect and scale, coordinated awareness-to-action organizing and advocacy campaigns among educators, parents/families, allies, partners, elites and “talkers” that lift up the importance of public education for our nation's 50 million students and give people tools to act to protect students at every level (national, state, and local). We can intensify our education of the public about the privatizers, their motivations, and the harm to public education and students in order to undermine their efforts.

We can drive an aspirational vision and hopeful narrative on the love, support, and success of all of our students that unites parents, educators, and communities across race, place, gender identity and ideology.



Goals:

- Create more visible public support for protecting all the students in our public schools and advocating for high-quality, equitable and inclusive education as a cornerstone of our democracy.
- Create a more engaged and activist national parent network, with a particular emphasis on partnership with parents of color, who are active in vocal and visible support for the students in our public schools.
- Elevate the notion that the freedom to learn and freedom to teach are proxies for all other freedoms under threat.
- Stop and turn back the anti-public education agenda and policies.
- Increase the resources that benefit student learning and emotional wellbeing.
- Develop, support and amplify more champions on the political stage advocating for the importance of public education.
- Foster a student movement in the defense of public education and their right to learn, live, and thrive.
- Support educators, parents and communities who advocate for racial, social, economic and education justice.
- Support, share, and seed change/success through pro-public education/pro-labor school boards, legislatures, and governors.

A First for Education Support Professionals!

James Henderson appointed chair of the IEC!



James Henderson, III, the son of NCESP Mid-Atlantic Regional Director, Veronica Henderson, was appointed by President Pringle to serve another 3-year term on the NEA Resolutions' Internal Editing Committee (IEC). In addition, James was appointed to chair the IEC, making him the first Education Support Professional in the history of the NEA to hold such an honor!

Congratulations James!

2024 NEA NATIONAL CONFERENCES

2024 NEA LEADERSHIP SUMMIT



NEA's annual National Leadership Summit helps to develop activist leaders and prepare them with the knowledge, skills, and abilities necessary to lead relevant, thriving associations and to lead in their professions. Our unified, strategic, and interdisciplinary approach to leadership development reinforces and supports key leadership competencies in seven strategic areas.



To learn more leadership development and the competencies, please visit: <https://www.nea.org/leadership-development>



March 22 - 24, 2024

Las Vegas, NV

Caesars Palace

3570 S Las Vegas Blvd Las Vegas, NV 89109

Ncesp General Membership Meeting



Reminder

NCESP will be holding its first general membership meeting of next year at the 2024 NEA ESP Conference. We invite you to join us Friday, March 22 from 2 to 4 p.m. at the Caesars Palace hotel in Las Vegas Nevada.

Attendees will receive important updates highlighting ESP issues and opportunities. In addition, NCESP will once again conduct a candidate's forum and recommendation process for members running for NEA offices. Be present. Your vote counts!

Elections

NCESP Officers And Regional Directors

NCESP officer and regional director elections will be held at the NEA Representative Assembly in Philadelphia, Pennsylvania next year.

Nomination and biographical forms must be completed by all members seeking to run for an open NCESP position.

Downloadable copies of this form are available on the NCESP website, nea.org/ncesp. These forms must be submitted to NCESP President Lois

Yukna, by **May 1, 2024**, in order for a declaration of interest to be valid.

The following NCESP Executive Committee positions will be open next year:

Three-Year Terms

- NCESP Southeast Regional Director
- NCESP Western Regional Director

Below are the qualifications for all members desiring to run for an open NCESP position in Philadelphia. Visit nea.org/ncesp to review a complete copy of the NCESP Constitution and Bylaws.

NCESP Constitution and Bylaws *(Excerpt)* ARTICLE V –

OFFICERS AND REGIONAL DIRECTORS SECTION 1 –

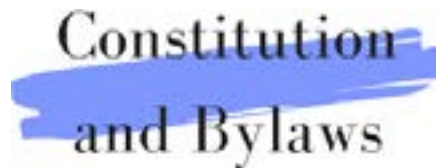
OFFICERS AND REGIONAL DIRECTORS

The officers of NCESP shall be a president, vice president, secretary, and treasurer. The regional directors shall be Mid-Atlantic, Southeast, Midwest, Western, Pacific, and Northeast.

SECTION 2 – QUALIFICATIONS

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.

Amendments to the NCESP Constitution & Bylaws



CONSTITUTION & BYLAW SUBMISSIONS

In accordance with Article IX, Section 2 of the NCESP Constitution and Bylaws, all Constitution and Bylaw changes must be submitted to the president of NCESP by **May 1, 2024**. Any Constitution and Bylaw Amendment forms received by the NCESP president after May 1 are considered invalid.

ESQ Department Highlights

ESP Learning Network Webinars

www.nea.org/ESPPD

The NEA ESP Quality Department offers a wide variety of professional development webinars to support the professional growth of school support staff. Register today for an upcoming webinar relevant to ESP careers.

Upcoming Webinars

ESP Mentoring in Oregon

Thursday, December 7, 2023

7-8 p.m. ET

Education Support Professionals (ESPs) play a vital role in schools and deserve quality ESP Peer Mentoring programs. These programs support and enable ESPs to fulfill their crucial roles in public education today. Join us as we highlight two ESP mentoring programs in Oregon. Hear how two locals worked together to support each other in the journey. Learn how to take an established ESP mentoring program and make it your own, suiting the unique needs within your district. They will share their successes and the roadblocks they encountered in building two successful ESP mentoring programs thriving in Oregon and how you can do the same within your state.

Mentoring

www.nea.org/espmentoring

NEA will hold a workshop for fully established and pilot ESP mentoring programs to plan for their 2024-2025 program year. Teams who include ESP mentoring program coordinators, mentors, mentees, partners, and state staff, will use improvement science

tools to plan for the next program cycle of their ESP mentoring programs. Application will open in early Spring.

Welcome Saul Ramos!

Former ESP member Saul Ramos officially joined the ESP Quality Team on August 21. Saul is filling a two-year term position and will be focused on working with affiliates to attract, retain, and engage ESP members through creating and sharing professional supports, programs, and leadership development for ESPs. As an ESP practitioner, he brings a wealth of knowledge and experience to this work.

ESP Stories

www.neatoday.org

The following are just a few of the recent stories published in NEA publications, including NEA Today (online and/or print) and NEA.org. Please email any story leads on ESP stories to ESPstories@nea.org.

Special Webinar Series: ESP Bill of Rights & RESPECT: How to Build a Strategic Campaign

secure.ngpvan.com/7jyICvE6xke9GHxVCaX-Lw2

In response to growing momentum and interest in the strategic ESP-centric campaigns of a few states, ESP Quality will launch a three-part webinar series titled ESP Rights and Respect: How to Build a Strategic Campaign in early October. The series will highlight the planning and progress of campaigns in

Massachusetts, Maryland, and Illinois. The webinars will be open to NEA members, staff, and leaders. Each webinar will be recorded for access by members and affiliates.

Join us in this webinar series to learn how NEA members, staff, and leaders

have partnered to build a strategic campaign to increase ESP visibility, rights, and respect. Hear from three state affiliates— Massachusetts, Maryland, and Illinois—on how they built their campaign from the ground up, what successes and challenges they faced, and what resources and strategies they have for affiliates seeking to engage in their own campaign.

Webinar Dates and Times

IEA: Monday, November 27, 7-8:30 p.m. EST

Note: This webinar series is only open to NEA members, staff, and leaders.

Register here: secure.ngpvan.com/7jyICvE6xke9GHxVCaX-Lw2

Bit.ly: https://bit.ly/ESP_Rights_and_Respect



ESP Conference

www.nea.org/espconference

The 2024 ESP Conference will be held in Las Vegas, NV at the Caesars Palace hotel. Conference registration is scheduled to open mid-January.

PGC and ESP Micro-credentials

www.nea.org/pgc

At the 2023 NEA RA, NEA announced the release of:

- The newly revised ESP Professional Growth Continuum (PGC) micro-credential stack, developed through member focus groups and piloting of revised drafts within professional learning communities (PLCs) in five states (AL, AZ, FL, IL, WY). 16 micro-credentials that focus on two skill areas within each of the 8 Universal Standards of the Continuum.
- The first of eight self-paced, independent study online courses, with each one focusing on a Universal Standard from the ESP Professional Growth Continuum. Each course designed for ESPs features member voice in video and audio components. The currently published courses focus on Communication and Cultural Competence and are available to members on the LearnUpon platform; the remaining six courses will be published in 2023.
- An ESP Portal within the NEA Certification Bank system that takes learners directly to a location within the Certification Bank specifically for ESPs, highlighting the micro-credential stacks created by ESPs for ESPs and the entire catalog of NEA micro-credentials. In the future, NEA will make ESP-specific resources on micro-credentials within this portal.

ESP Privatization

We are excited that our work with In The Public Interest on a report called

“School Support Services Outsourcing: The Original Privatization of Education”, about privatization of school support services is nearing completion. This soon-to-be-released document will be shared widely within the NEA family but was actually designed to be used with stakeholder groups not necessarily friendly to us. There are many applications for this paper, but one new area of engagement is to expand on the growing movement against vouchers and charter schools; to challenge these advocates to acknowledge that privatization of support services is part of the privatization of public education. Finally, be aware that our goal is for every school board that employees NEA members, to eventually have a copy of this report, delivered by ESP members.

ESP Policy

Many pieces of legislation come to ESPQ to review for support, and/or recommend language changes. Two recent bill filings are worthy of mention on a positive note. Senator Elizabeth Warren has filed Schedules That Work Act and Part-Time Workers Bill of Rights Act to regulate the ability of an employer to change worker schedules without notice as well as impacts “gig” style work. The Part-Time Workers Bill of Rights Act includes elimination of the hours threshold on FMLA and pro-ration of benefits and time off.

NEA ESP Leadership Institute

www.nea.org/espli

ESPQ is excited to kick off the next ESPLI cohort. We received an overwhelming number of fabulous applications, more than the program has the resources to support! We are in the final stages of application review and will begin meaningful engagement with the next cohort in November.

NEA Center for Organizing Updates

NEA's Center for Organizing & Affiliates Support: Committed to Growing Education Support Professional Membership

In the ever-evolving landscape of education, the role ESPs is indispensable. Our dedicated members work tirelessly behind the scenes to ensure the smooth functioning of our schools, supporting both students and educators alike. Recognizing the vital importance of ESPs, C4OAS plans to expand their organizing support by way of enhancing their recognition, representation, and support within the education community.

One of the primary focuses of C4OAS is to ensure that ESPs have a strong voice and representation within their school districts.

Through effective organizing efforts and partnership with NEA's ESP Quality Team, C4OAS seeks to empower ESPs, providing them with a platform to voice their concerns and advocate for their rights. This includes issues related to fair wages, workplace safety, unemployment insurance, professional development opportunities and passing a national ESP Bill of Rights.

By amplifying the voices of ESPs, C4OAS works to create a more inclusive and equitable education system while paving the way for a brighter future in education, where ESPs are valued and empowered members of the educational community and are proud to be an NEA Member.

Education Support Professionals Campaign for a 'Bill Of Rights'

Below are a few talking points to assist you in your conversations as well as a sample email blurb.

Talking Points:

- NEA members are working on creating a National Education Support Professionals Bill of Rights. This is a living document that will define the issues most important to ESPs across the country. It will be used to develop ESP bargaining strategies, a model for states that want to build their own ESP Bill of Rights and a tool that can be used to guide state and national level policy making.
- NEA wants to hear from as many ESP voices as possible as we build the National Education Support Professional Bill of Rights.
- Your voice counts! ESP input will determine how The National ESP Bill of Rights gets shaped. We want to hear your issues and what matters to you!
- We are the union, and this is our Bill of Rights! Please share your voice!

Sample Email Message:

Hello fellow ESP colleagues,

Our union, the National Education Association, is creating an Education Support Professionals (ESP) Bill of Rights. This initiative is being developed by ESP members for ESP members and we want to hear from ESPs like you. The National Education Support Professionals Bill of Rights will be a living document that defines the issues most important to ESPs across the country. It will be used to help affiliates develop ESP bargaining strategies, a model for states that want to build their own ESP Bill of Rights,



and a tool that can be used to guide state and national level policy making.

We need your input! Education Support Professionals know the issues that matter the most to them. Please use this opportunity to share your voice by completing our short survey. It should take less than 5 minutes to complete. You can find the survey in both English and Spanish by clicking on the links below or scanning the QR code.

[NEA ESP Bill of Rights Survey \(English\)](#)



[Encuesta sobre una Declaración de Derechos Nacional para ESP \(Español\)](#)



If you are interested in learning how three state affiliates are building their own Education Support Professional Bill of Rights and RESPECT campaigns, please click on the link or scan the QR code below. This webinar series is for NEA members, leaders and staff only.

https://bit.ly/ESP_Rights_and_Respect



Thank you for considering taking this short survey. Your voice matters!

Send a Message to the Department of Labor, Now!

Give teachers the same wage protections as other workers!

Tell the Department of Labor you support the proposed expansion of overtime pay for workers making under \$55,000 and that teachers should also receive this benefit.

The U.S. Department of Labor proposes expanding overtime benefits, which are governed by the Federal Labor Standards Act (FLSA), to include workers earning up to \$55,000; currently, the overtime provision covers workers earning \$35,000 and below. The change would enable an estimated 3.6 million more workers, including education support professionals (ESPs) making under \$55,000, to qualify for overtime benefits.

However, teachers and faculty would not benefit from this proposed change. Under the current and proposed regulations, all teachers are categorically excluded from overtime pay even if they earn a salary below the threshold. The only other workers excluded from these protections are doctors and lawyers, who earn substantially more than teachers.

(see pg. 12)

NEA Government Relations Legislative Update



- In September, Sen. Elizabeth Warren (D-MA) and Reps. Rosa DeLauro (D-CT) and Jan Schakowsky (D-IL) reintroduced the Schedules That Work Act (S. 2851/H.R. 5563) and the Part-Time Worker Bill of Rights Act (S. 2850/H.R. 5578) to extend vital protections to workers in low-paid and part-time jobs, including many education support professionals. The Schedules That Work Act curbs the use of “just-in-time” scheduling practices, which leave working people scrambling to manage unpredictable work schedules and volatile incomes. The bill requires employers in certain industries to provide two weeks’ notice of work schedules and compensation for last-minute shift changes. The bill also guarantees all employees the right to adequate rest between shifts and the right to request a schedule change without fear of retaliation. The Part-Time Worker Bill of Rights requires employers to grant part-time and full-time employees equal wages, benefits, and promotion opportunities when they perform substantially similar jobs, and to offer additional hours to existing part-time workers who want to work more before making new hires.

- Sen. Patty Murray (D-WA) and Reps. Mark Pocan (D-WI) and Elise Stefanik (R-NY) reintroduced the **Improving Training for School Food Service Workers Act (S.2460/H.R. 4844)** in July to ensure workers of hands-on training opportunities during paid working hours. The legislation would also protect workers—many of whom work two or more jobs—who cannot attend training sessions outside the workday from being penalized. It would ensure they receive advance notice and compensation if training must occur outside working hours. This legislation has been included in some form in all recent attempts to reauthorize the child nutrition programs.
- Rep. Ann Kuster (D-NH) introduced the **Preparing and Retaining All**



Education Support Professionals Campaign for a ‘Bill of Rights’ *(cont. from pg. 11)*

While many more workers would benefit from overtime protections under the proposed rule, we must tell the Department of Labor that it is unfair to continue excluding the dedicated teachers across America who are committed to inspiring and nurturing every student.

We have a member action up for members to comment on a proposed DOL regulation on overtime that would positively affect ESPs while



(PARA) Educators Act (H.R. 4550) in July. This bipartisan legislation would help recruit and retain paraeducators and educate students with barriers to learning. The legislation also seeks to ensure paraeducators receive the pay and support they deserve.

- In June, the Senate HELP Committee voted out the NEA-supported **Healthy Families Act (S. 1664)**, introduced by Sen. Bernie Sanders (I-VT), along party lines. The bill includes a national standard that allows employees of businesses with 15 or more workers to earn up to seven protected paid sick days each year (seven unpaid sick days if they work for businesses with fewer than 15 employees) to recover from illness, care for sick family members, access preventive care, or attend school meetings related to a child’s health condition/disability. See [NEA’s letter on the bill](#).

also continuing to exclude teachers (which we would like for DOL to change in another rule). Could be a great opportunity for ESPs to thank DOL and also ask for the same overtime protections for teachers.

Please see below for more information on the action – <https://www.nea.org/advocating-for-change/action-center/take-action/give-teachers-same-wage-protections-other-workers>

News From NEA's Collective Bargaining And Member Advocacy Department (CBMA)

Hello, NCESP!

CBMA provides the following for NEA members:

- Training to affiliates and members on how to conduct living wage campaigns.

- Strategic bargaining and technical assistance on salary issues, such as shortening salary schedules and assisting with drafting innovative contract language.
- Through CBMA's student-centered grant program, CBMA provides financial support to affiliates who seek to advance student-centered policies and practices through the bargaining and advocacy process. To learn more, visit: www.nea.org/nea-to-day/all-news-articles/educators-parents-team-bring-healthier-food-cafeteria

- CBMA will be working with EARN (Economic Analysis and Research Network) which is a part of Economic Policy Institute – to participate in the multi-union campaign to fight for unemployment benefits, which will be beneficial to ESPs. We are just in the initial stages of this and are going to be meeting with EPI/EARN soon to start to develop the program.

If you have questions about CBMA we may be reached at DTempleton@nea.org.

President's Comments and Reflections *(cont. from pg. 1)*

Professionals within the National Education Association.

NCESP advocates and organizes to ensure that NEA utilizes its resources to strengthen and promote equity, inclusion and respect for all public school educators and the students we serve.

These are challenging times for our union and the demands on public schools and employees have never been higher. In the midst of budget cuts, we are expected to do more with less. In addition, we continue to fight for a living wage and against bad ideas like privatization because it puts the emphasis on maximizing profits, not serving students. As an employee of the public school system, every Education Support Professional knows their role in creating good schools in the community. We have a vested interest in the communities where we work because this is also where we live.

Privatization destroys the incredible value we bring to our schools and community. It is bad for our public schools and bad for children and students. The only way to give our students the future they deserve is to protect, promote, and strengthen public education.

Collaboration is an often used word, but we all fall short on practice. Let us commit to working together, through our differences, recognizing our strengths, with an eye toward building stronger relationships to move our own agenda, rather than sitting on the sidelines waiting to see what others will do and say.

As president of NCESP, I want to also work with council leadership to create more experiences for Education Support Professionals to empower themselves to lead our profession. I want to make sure that every Education Support

Professional, that means all job families, see themselves as leaders in the field of education, from whatever position they hold.

You have heard me say this before but it bears repeating: We need your ideas. Please send us your stories (lyukna@nea.org). Let us know what you are doing or how we can help you in your states and locals. NCESP is determined to become more visible and active on behalf of and in collaboration with our Education Support Professionals around the nation. Thank you and I look forward to hearing from you.

In Solidarity,

Lois Yukna
NCESP President

NEA Final and Approved National Conference Dates

(as of February 16, 2023)

	2023	2024	2025	2026	2027	2028
MLT/WLT	Dec. 9-11, 2022 (West) Jan. 27-29, 2023 (East)	Dec. 8-10, 2023 (West) Jan. 26-28, 2024 (East)	Dec. 13-15, 2024 (West) Jan. 24-26, 2025 (East)	Dec. 12-14, 2025 (West) Jan. 23-25, 2026 (East)	Dec. 11-13, 2026 (West) Jan. 22-24, 2027 (East)	Dec. 10-12, 2027 (West) Jan. 21-23, 2028 (East)
Higher Ed	March 17-19	March 15-17	March 14-16	March 6-8	March 5-7	March 17-19
NEA Summit	March 10-12	March 1-3	March 7-9	March 13-15	March 12-14	March 10-12
NEA-Retired	March 12-14	March 3-5	March 9-11	March 15-17	TBD	TBD
ESP Conference	March 24-26	March 22-24	March 21-23	March 27-29	March 19-21	March 24-26
Aspiring Ed Conference	June 28-July 1	June 29-July 2	Aligned w/RA	Aligned w/RA	Aligned w/RA	Aligned w/RA
Conf. on Racial & Social Justice	June 30-July 1	July 1-2	Aligned w/RA	Aligned w/RA	Aligned w/RA	Aligned w/RA

2025-2028 dates approved by the Conference Alignment Team on 9.21.2022

Reports and Highlights from Your Regional Directors! *(cont. from pg. 5)*

This is why a national bill of rights for Education Support Professionals is critical. In this newsletter, we have provided talking points for members to advocate for a national bill that will address the strategies, challenges, and opportunities most important to Education Support Professionals across the nation.

This is also why your membership and support of NCESP is so important. In September, NCESP leadership came together for our annual retreat to

solidify the team and clarify our vision, mission, and core values.

A few of the commitments I have made this year include:

Building better communication with the members in the southeast region;

- Conducting virtual monthly meetings with my region;
- Visiting the states in my region; and
- Helping to build membership capacity.

We have a lot of work to do and I am asking you to invite others to join NCESP and become a part of an organization that will amplify our collective voices and push for our full inclusion in the Association, and recognition as accomplished professionals.

I look forward to working with you and I hope to see you in Las Vegas next year!



Renew Your Membership!

To join or renew, complete our online registration here:
<https://web.cvent.com/event/671d26da-d07f-407c-a5be-2068388349c1/regProcessStep1>

If you have concerns or questions about your membership, please send an email to Khadija Kiruri at KKiruri@nea.org.

NCESP Council

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 trainings and programs.

Send your ideas and stories to:
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Suite 518
Washington, DC 20036
nea.org/ncesp

