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Dispatch

P E N N S Y L V A N I A S T A T E E D U C A T I O N A S S O C I A T I O N - E S P

Spring 2018

A publication for education support professionals of PSEA

Message from your president

Let them know subcontracting is a bad idea

Protecting our members' jobs is one of PSEA's most important priorities.

And, when it comes to ESP members, shielding them from subcontracting threats is absolutely essential. In fact, whether we do it through bargaining, media, or public policy, PSEA is focused on beating back attempts to subcontract the good-paying jobs of our dedicated members.

Recently, two key state lawmakers introduced bills to make any subcontracting attempts more transparent and open for public scrutiny. The idea behind this legislation is simple – if we get the facts out about the clear downsides of subcontracting, school board members who push to subcontract our jobs will think twice about it.

Sen. John Blake, D-Lackawanna/Luzerne/Monroe, and Rep. Aaron Kaufer, R-Luzerne, introduced bills in

the Senate and House in November. PSEA is proud to support them, and we're working very hard to get them passed.

Sen. Blake, Rep. Kaufer, and the other lawmakers who have co-sponsored these bills know that ESPs are dedicated, hardworking, and deeply committed to the schools and communities where they work. They also know what we know about subcontracting – that it just doesn't make sense.

Subcontracting rarely saves money, discourages highly qualified employees from taking jobs serving and protecting kids, and has a negative impact on school districts' communities, since the vast majority of ESPs whose jobs are subcontracting targets live in the communities where they work.

So, we know that subcontracting is a bad idea. And Sen. Blake, Rep. Kaufer, and their colleagues who support these



Dawn Bandle
ESP Region President

bills know it's a bad idea. Now, it's going to be our job to convince the rest of our state legislators about this.

In the coming weeks and months, you'll be hearing a lot more about these bills. And we'll be asking you to write a letter, send an email, or make a phone call to your senator and representative. So, stayed tuned.

But, in the meantime, know that getting these bills passed is a top priority for PSEA. And know that we'll all need to speak out – together – to get this done and protect our jobs.

Bills shed light on subcontracting threats

Bipartisan legislation introduced in the General Assembly will increase transparency and accountability for school boards that want to subcontract PSEA members' jobs to for-profit companies.

Sen. John Blake, D-Lackawanna/Luzerne/Monroe, and Rep. Aaron Kaufer, R-Luzerne, introduced Senate Bill 795 and House Bill 1914 with PSEA's strong support. Now, the Association is working to get them to the governor's desk.

"Preventing subcontracting threats is a priority for the Association," said PSEA President Dolores McCracken. "These bills will ensure that public schools conduct a thoughtful, transparent, fact-based analysis of the impact subcontracting deals will have – before they sign an agreement."

The bills would prohibit school entities from subcontracting services currently provided by school employees unless the school entities:

- First solicit proposals for public review.

- Identify three-year cost projections.
- Disclose cost comparisons between the services provided by school employees and the for-profit company.
- Hold a public hearing to present the selected proposal and receive public input.

"ESP members' contributions are too important to sacrifice," McCracken added. "We need to honor the incredible work that they do in our schools every day – and these bills are a good way to do it."

Candidate Statements

ESP Region Vice President Term: 2018-2020

Marc Howshall

Membership Category: Custodian

Local Association/Division: Bangor ESP/ESP Eastern Division

Association Positions held: Local: Local President, Vice President, Secretary, Chief Negotiator, Grievance Chair; Region: ESP Region Vice President, Officer-At-Large; State: Collective Bargaining Committee, PSEA Policy Committee, ESP Policy Committee Chair, PSEA Audit Committee, PSEA Oversight Committee, NEA-RA New Business Committee

Statement of Candidacy: Presently I'm your ESP Region Vice President and PSEA Board Member. Also I serve as a PSEA Mediator for Member to Member Conflicts and PSEA Audit Committee. I'm currently Local Association Liaison to the School Board as it relates to working and contractual issues, and Local Executive Committee.

As Vice President, it will give me the opportunity to continue moving our Region in a positive direction and to keep our members informed of the challenges we face every day. I would like to continue to be a part of the great ESP Leadership Team and to continue to represent you, the members of the ESP Region.

Mary Beth Brookshaw

Membership Category: Secretarial/Clerical

Local Association/Division: New Hope-Solebury ESPA

Association positions held: Local Grievance Chair, Local Vice President, currently serving as Local President, Mideastern ESP Division secretary/treasurer, Vice President and President, Chief Negotiations Chair, Alternate Legislative Committee Member

Statement of Candidacy: My name is Mary Beth Brookshaw and I am honored to be a candidate for Vice President of the ESP Region. I have been a local leader for 14 years at the New Hope-Solebury School District. I have served on the ESP Region Board of Directors as the Mideastern ESP Division President and have had the opportunity to see firsthand how dedicated and passionate our members are to their jobs and their students.

Author John Maxwell said, "Real leaders are ordinary people with extraordinary determination." As I look at the many challenges we are facing such as subcontracting, tuition vouchers, payroll dues deduction to name a few,

I am determined to protect our ESP members from these threats.

I believe we need to continue to communicate with ALL our members and listen to what they are concerned about and assist them in becoming strong, supportive members of the ESP Region and PSEA.

As your next Vice President, I promise to represent and support ALL ESPs as we meet the needs of the whole student, by keeping them healthy, safe, engaged, supported, and challenged every day.

If you vote for me as Vice President, I will be honored and proud to represent ALL of you each and every day

Officer-at-Large Term 2018-2020

Margaret (Peg) Rockwell

Membership Category: Secretarial/Clerical

Local Association/Division: Connellsville ESP/Southwestern ESP Division

Association positions held: Officer at Large; Southwestern ESP Division President; Local: President, Chief Negotiator; Committees: PSEA Leadership Development, ESP Region Constitution and By-laws, Budget, PSEA ACE member

Statement of Candidacy: Serving as your current Officer at Large has afforded me the opportunity to work with many locals on many challenging issues. While serving as Officer at Large, I also have been serving on the ESP Region Board of Directors since 2006 where many challenges were faced and met. Having been the Southwestern ESP President, along with the PSEA Leadership Development Committee and ESP Region Constitution and Bylaws Committee, has given me the knowledge and know-how to withstand and conquer our most difficult times.

I would greatly appreciate the opportunity to serve as you Officer-at-Large once again. My goal is to reach out to more of our locals across the Commonwealth by continuing to build strong ties and providing the resources needed as our toughest times lie ahead.

Resolutions Committee Term 2018-2020

Diane Crocco

Membership Category: Food Service

Local Association/Division: Colonial Food Service/

Plymouth Whitmarsh High School/Mideastern Region

Association positions held: Current Local President, Past Vice President, Chief Negotiator for my local, Grievance Chair, Membership Chair, also on PSEA Credentials and Elections Committee

Statement of Candidacy: I am the ESP chair on the PSEA Resolutions.

I have been on the PSEA Resolutions Committee for 12 years plus, and I also represent PSEA on the NEA Resolutions.

I am the ESP voice for these Committees. I make sure that we are all thought of and heard, I know how important it is to be treated equal in the work place and I do my best for all ESP.

I would like to continue to work for ESP on the Resolutions Committee.

Legislative Committee

Cindy Lawn

Membership Category: Paraprofessional

Local Association/Division: Council Rock ESP

Association positions held: PACE Board of Directors – Secretary

Statement of Candidacy: A position on the Legislative Committee of PSEA provides comprehensive and early information on legislation that impacts Education Support Professionals. In addition, it provides ESP's throughout the state a voice in PSEA's focus on the political and legislative initiatives. I will continue to provide a voice for ESP's if you permit me to continue working on the Legislative Committee.

ESSA affects support professionals

The Every Student Succeeds Act was signed into law by President Barack Obama in January 2015. ESSA replaced No Child Left Behind and serves as the reauthorization of the 1965 Elementary and Secondary Education Act.

In Pennsylvania, ESSA will be fully implemented in the fall of 2018. The state's ESSA plan, which received federal approval in January, includes: long-term academic goals for Pennsylvania students; a process for identifying schools for Comprehensive Support

and Improvement (whole school improvement) or Targeted Supports and Improvement (student subgroups in need of improvement); multiple supports for students ensuring they receive a well-rounded education; and a number of supports for educators.

One proposal would utilize Title II federal funds to encourage partnerships between educator preparation programs and school districts to develop pathways for paraprofessionals to become teachers.

ESSA specifically recognizes paraprofessionals, specialized instructional support personnel, and other appropriate school personnel as having a voice at the local level for Title I school planning. ESPs should feel empowered to advocate for specific local policy and practice changes that support students.

PSEA will continue to keep you informed at ESP meetings throughout the year. You can also find more information at www.psea.org/essa. Keep watch for PSEA advisories on ESSA topics.

Nominations for ESP of Year

We were pleased to honor Susan Lynam, an ESP member who works in the North Penn School District, as the 2017 ESP of the Year. Who are you going to nominate for the 2018 award?

Many of our members are doing wonderful things within their job classification, in the community, and for their local association. Please consider nominating one of these great members for the 2018 PSEA

ESP of the Year Award so that we can recognize this hard work and dedication.

If you have questions regarding the nomination process or need assistance with the application, please contact Nate Greenawalt in PSEA headquarters at ngreenawalt@psea.org or (717) 255-7104.

A nominee must have been a PSEA member for at least three years as of Sept. 1, 2018. Any PSEA member in

good standing, a PSEA local, or the ESP Executive Board may submit a nomination.

Nominations should be submitted to Candace Kuba at ckuba@psea.org or mailed to her attention at PSEA, 400 North Third St., P.O. Box 1724, Harrisburg, PA 17105-1724. For nomination forms, visit www.psea.org/espoftheyear. Nominations must be received by 5 p.m. on Sept. 14, 2018.

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*Dispatch is a publication for
education support professionals of the
Pennsylvania State Education Association
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Harrisburg, Pennsylvania 17105-1724*

Dolores McCracken - PSEA President
Richard W. Askey - PSEA Vice President
Jeffrey D. Ney - PSEA Treasurer
James G. Vaughan - PSEA Executive Director

Dawn Bandle - PSEA ESP Region President
Marc Howshall - PSEA ESP Region Vice President
Mindy Anderson - PSEA ESP Region Secretary
Holly Harrington - PSEA ESP Region Treasurer
Peg Rockwell - PSEA ESP Region Officer-at-Large



ESP supply drive

The ESP Region will hold its second annual supply drive at the ESP House of Delegates on April 20-21.

Last year's event was a huge success, and hundreds of supplies were donated to students in Chambersburg Area School District. Supplies collected this year will be donated to students in the Aliquippa School District.

Visit www.psea.org/esp to view a supply drive flier located with the ESP House of Delegates materials.

Dates to Remember

ESP Region Leadership
Conference and House of
Delegates, Cranberry/Mars

April 20-21, 2018

PSEA House of Delegates,
Pittsburgh

May 11-12, 2018

PSEA Summer Leadership
Conference, Gettysburg

July 22-26, 2018