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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

Winter 2020

A publication for education support professionals of PSEA

Message from your president

ESP members always rising to challenges

We celebrated National ESP Day on Nov. 18 to salute you and all the contributions that you make to public education. No doubt, this school year is more challenging than most years. But, we continue to drive students to and from school; help kids safely across the street; answer those urgent phone calls and emails; fix those pesky internet bugs; deliver and feed students nutritious meals; and keep our school buildings clean, safe, and secure.

We are always there to lend an ear to a child in need even during a pandemic. I know firsthand that you are always proud to have an opportunity to make a difference in the lives of so many young people and improve the communities that we serve each day.

As we approach the holiday season, let us keep in mind the less fortunate people in our communities by making a little difference in their lives with the help of your local union. Your local association can consider donating to a charity. There is a good chance many charities in your community are looking for help dealing with COVID-19—food banks, homeless shelters, etc. Whether you want to support your local restaurant

who had to temporarily shut their doors, or you want to support an independent business, buying a gift card right now could help them immensely. A gift card will give the establishment funds right away. This could help support them now if business is slow or help them to reopen later if they have had to close.

Additionally, your local can buy a gift card for snacks to be delivered to your local police, EMS services, or firefighters and thank them for all they do. As you know, our unions have and will always be a big part of communities especially during a crisis. And do not forget to check on each other during these difficult times. We all know that PSEA members always rise to a challenge no matter how big the challenge.

As a reminder, please contact your UniServ representative if you have questions or concerns regarding your district’s handling of COVID-19. They will be able to assist you and your local association.

Congratulations to Berks Career and Technology Center Education Support Professional Association member, Heidi Moll on being named PSEA’s 2020 Dolores McCracken Education Support



Dawn Bandle
ESP Region President

Professional of the Year!

Finally, I want to wish you and your families a wonderful holiday season and the healthiest of the new year. I look forward to seeing and hearing from you in 2021!

Dates to Remember

ESP Local Audit Certificate,
PSEA Headquarters
Due Jan. 30

PSEA Spring Leadership
Conference, Lancaster
March 12-13

Virtual NEA ESP Conference
Dates TBD

ESP Region Leadership
Conference and House of
Delegates, Penn Stater Hotel
and Conference Center
April 9-10

Heidi Moll – Education Support Professional of the Year

Heidi Moll, an instructional assistant and union leader with the Berks Career and Technology Center in Leesport, is the 2020 Dolores McCracken PSEA Education Support Professional of the Year. Moll, who has worked in education for 22 years, said she was honored to receive this award and that there was no better time than American Education Week to celebrate Pennsylvania’s hardworking support professionals.

“I am honored to receive this recognition on Education Support Professionals Day,” Moll said. “Every day, I feel fortunate to work with support professionals and see the direct impact that they have on the lives of our students. Dolores McCracken would be proud of all our education support professional locals and what they have accomplished this year. I feel privileged to be recognized for this award during a year that was especially tough. My members have made all of the hard work worthwhile.”

As an instructional assistant, Moll works alongside teachers at Berks Career and Tech to provide hands-on assistance to students. Her colleagues say she is known for encouraging students’ creativity and innovation and helping them develop important problem-solving skills.

Moll is a key part of the team that supports Berks Career and Tech students each year in the SkillsUSA competition. Her students have participated and won in district, state, and national conference competitions. She is also active with the Family, Career, and Community Leaders of America, chaperoning events and encouraging students pursuing consumer science education occupations.

For the past three years, Moll has served as the president of the Berks Career and Technology Education Support Professionals Association. She has made member advocacy a top priority and, as a result of her hard work, membership has grown. She is also the



vice president of PSEA’s Eastern Region Education Support Professionals.

Moll’s fellow Berks Career and Tech members said her knowledge and positive attitude transformed their opinions about union membership and convinced them to join the local association. Outside of her school and union roles, Moll is active in her community supporting organizations such as Breast Cancer Awareness, Keystone Blood Drives, and Donate Life. She also partners with local fire companies on various fundraising efforts.

PSEA-ESP Elections

Elections for the following officers and committee positions will take place at the ESP Region House of Delegates at the Penn Stater Hotel and Conference Center on April 9, 2021. Members wishing to run for election to any of these positions should complete the Statement of Candidacy form. Candidate forms submitted to the Credentials and Elections committee will be published in the March issue of *Dispatch*. The candidates will have their names printed on the election ballots. **Statement of Candidacy is due Feb. 7, 2021.**

- **REGION OFFICERS:** *Term 2021-23*
President, Secretary, Treasurer
- **RESOLUTIONS COMMITTEE:** *Term 2021-23*
Three (3) Committee Members
Three (3) Alternate Members
- **LEGISLATIVE COMMITTEE:** *Term 2021-23*
Three (3) Committee Members
Three (3) Alternate Members
- **INSTRUCTION and PROFESSIONAL DEVELOPMENT (IPD):** *Term 2021-23*
One (1) Committee Member
- **PACE DIRECTOR:** *Term 2021-23*
One (1) Committee Member

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James G. Vaughan - PSEA Executive Director

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



NOTICE TO PRIVATE-SECTOR EMPLOYEES REGARDING UNION SECURITY CLAUSES

Negotiating and enforcing collective bargaining agreements comes with costs. To spread these costs fairly, private sector employees who benefit from their collective bargaining agreements but who do not join their local associations, PSEA, and NEA can be required to pay an agency fee to maintain employment, if their collective bargaining agreement contains such a requirement. These requirements or provisions are known as union security clauses. The agency fee, as calculated by PSEA each year, is a percentage of PSEA dues reflecting only expenditures that PSEA makes on activities or projects germane to collective bargaining, contract administration, and grievance processing. PSEA's practices regarding the calculation and collection of agency fees comply with the decisions of the National Labor Relations Board and the courts which have held that unions cannot require agency fee payers to financially support union activities not directly related to the core representational responsibilities of collective bargaining, contract administration, and grievance processing. Each year, PSEA calculates

the agency fee (the chargeable percentage of PSEA dues) as follows:

1. The chargeable percentage includes PSEA's expenditures related to negotiations with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussions of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies or informal meetings, and aspects of union administration. In the past, approximately 70-75 percent of PSEA's expenditures have supported such activities.

2. The chargeable percentage does not include PSEA's expenditures related to charitable activities, lobbying or other legislative activities, support of political candidates, participation in political events, recruitment of members to the labor organization, and members-only benefits (including members-only social events). In the past, approximately 25-30 percent of PSEA's expenditures have supported such activities. Each year, PSEA will provide a notice to agency fee payers

informing them of the amount of the fee, providing a full explanation as to the calculation of the fee, and listing in detail the categories of expenditures deemed to be "chargeable" and "nonchargeable." The notice will include PSEA's audited financial statements. After receiving the notice, agency fee payers may challenge PSEA's calculation of the chargeable percentage by filing an objection with PSEA, following the instructions contained in the notice. The objection will be resolved by an impartial arbitrator appointed by the American Arbitration Association, and the agency fee will be held in a segregated account until the decision is rendered. In addition, agency fee payers with conscientious religious objections to financially supporting a labor organization can notify PSEA of their objection and arrange to make a charitable contribution equal in amount to the agency fee, instead of paying the agency fee.

Any questions regarding agency fees can be directed to PSEA UniServs or to PSEA's Financial Management Division at 1-800-944-7000.