



Dispatch

PENNSYLVANIA STATE

EDUCATION ASSOCIATION - ESP

Winter 2025

A publication for education support professionals of PSEA

Message from your president

In 2026, use your PSEA tools for support

Big congratulations to Ann Monaghan, administrative assistant to the principal at Wallenpaupack Area High School, who is PSEA's Dolores McCracken ESP of the Year. Ann's dedication to helping others extends far beyond her school building, which reflects her deep commitment to making a difference.

We marked National ESP Day on Nov. 19 to thank the people who really keep our schools running. Every day, education support professionals across Pennsylvania are cleaning their buildings, driving buses, fixing what's broken, feeding our kids, and making sure students are safe and looked after. To every ESP across the commonwealth: thank you. Your hard work, your pride in your community, and your loyalty to your students and your union are what make our schools function. You're the folks holding it all together.

Goodbye 2025. Now, as we look ahead to a new year, I want to remind our new and returning local leaders that leadership begins with listening, learning, and being willing to step up. Many of you are stepping into leadership roles for the first time, and it's completely natural to have questions. You

will not have answers to all of them, but you have a great support system to assist you.

Think of it this way: Just as a great coach studies the field or court, adjusts the strategy, and keeps the team united, an effective union leader reads the landscape of labor relations and prepares their members for what lies ahead. Bargaining, like any competitive arena, requires preparation, awareness, and the ability to adjust tactics when circumstances change. The leaders who succeed are the ones who stay connected, ask questions, and build strong support networks.

That's why I'm telling you this. In the new year use the tools and support PSEA already gives you. Your UniServ reps are there to back you up with training, resources, and real know-how whenever you need it. Don't be shy about calling on them. Good leaders aren't the ones who act like they can do everything alone — they're the ones who know when to lean on their crew.

And remember, my door's always open. If you've got concerns, ideas, or you just need to talk something out, you can reach me or anyone on the board of directors. We're here to back you up, because when your local is



Rudy Burruss
ESP Region President

strong, our whole union is strong.

At the end of the day, whether you're calling plays on a field or sitting across from management at the bargaining table, the best leaders all have one thing in common. They know how to get people moving in the same direction. When you build trust, earn respect, and remind folks we're all pulling for the same goals, you create a special kind of unity. That's how you deliver real results — for your members, your schools, and the students counting on us to show up and get it right.

As 2026 begins, I hope you enjoy a peaceful, joyful holiday season surrounded by family and friends. I'm looking forward to the year ahead and all we will accomplish together.

And please remember — you can always reach me at RBurruss@psea.org.

Dolores McCracken ESP of the Year

Ann Monaghan, administrative assistant to the principal at Wallenpaupack Area High School is the PSEA Dolores McCracken ESP of the Year for the 2025-26 school year.

Monaghan is the president of the Wallenpaupack Area ESP and the Northeastern ESP Division. She has been an elected member of the PSEA Legislative Committee since 2013 and is a member of the Board of Trustees of the Public School Employees' Retirement System (PSERS).

In addition to her leadership roles as a PSEA member, Ann has served 12 years on the Hawley Borough Council. She is extremely dedicated to her local association, school district, community, and students.

The ESP Region officers and board of directors wish to congratulate Ann for her accomplishments and are excited to see her nomination be considered for the National Education Association's 2026 ESP of the year.



PSEA-ESP Elections

Elections for the following officers and committee positions will take place at the ESP Region House of Delegates at the DoubleTree by Hilton Hotel Reading on April 24, 2026. Members wishing to run for any of these positions and have their candidacy statement published in the March issue of *Dispatch* should complete the attached Statement

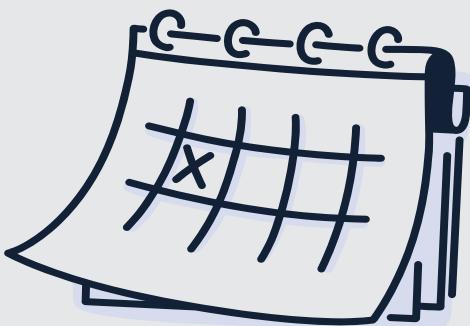
of Candidacy form. Members may run for an office after this date, but candidacy statements will not be published. *Statements of Candidacy are due by 4 p.m. on Feb. 6, 2026.*

All terms begin on Sept. 1, 2026, and expire on Aug. 31, 2028.

- **Region Officers**
 - Vice President
 - Officer-At-Large

- **Resolutions Committee**
 - Two (2) Committee members
 - Two (2) Alternate members
- **Instruction and Professional Development Committee (IPD)**
 - One (1) Committee member
 - One (1) Alternate member
- **Legislative Committee**
 - Two (2) Committee members
 - Two (2) Alternate members

Dates to Remember



Political Institute – Jan. 16-18

- Hilton Harrisburg & Towers

ESP Local Audit Certificate and Data Sheet Due – Jan. 31

- PSEA Harrisburg

PSEA Spring Leadership Conference – March 6-7

- Bethlehem

NEA ESP Conference – March 27-29

- Anaheim, CA

ESP Region Statement of Candidacy

Name _____

Address _____

City _____ **ZIP Code** _____

Home Phone _____ **School Phone** _____

Membership Category: Paraprofessional Custodian Maintenance Personnel Food Service
 Secretarial/Clerical Bus Driver Aide Nurse Other

Local Association/Division

Candidate for the office of _____

Candidate for Committee/Term

Association positions held

Statement of Candidacy (May be typed on a separate page)

SUBMITTED CANDIDATE FORMS MUST BE RECEIVED NO LATER

THAN 4 P.M., FEB. 4, 2026 TO:

ESP REGION CREDENTIALS AND ELECTIONS COMMITTEE

c/o Susan Watson, Field Assistant

PSEA

P.O. Box 1724

Harrisburg, PA 17105-1724

Nominations may also be emailed to Susan at swatson@psea.org.

Winter 2025

*Dispatch is a publication for
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Pennsylvania State Education Association
400 North Third Street, P.O. Box 1724
Harrisburg, Pennsylvania 17105-1724*

Aaron F. Chapin - PSEA President
Jeffrey D. Ney - PSEA Vice President
Rachael M. West - PSEA Treasurer
James G. Vaughan - PSEA Executive Director

Rudy Burruss - PSEA ESP Region President
Marc Howshall - PSEA ESP Region Vice President
Dee Scales - PSEA ESP Region Secretary
Adam Lanza - 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 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:

- 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.

- 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, Ext. 3001.