While out visiting with members and leaders, I had the opportunity to hear some inspiring stories about many things ESP’s are doing:

One story I heard was of a night custodian, who after hearing a student talk about dropping out of school, decided to mentor the student. This member spent extra time helping with math and English and helping the student feel successful. The student told me “If it wasn’t for (name withheld) I wouldn’t be in college and I wouldn’t have been able to apply and receive a scholarship to attend college.”

Another story was about a bus driver who always had a smile on her face and greeted “Her Kids” like they were the greatest people alive. The administrator at the school she delivered “Her Kids” to, commented “The administrator at the school she worked in commented, ‘She was always there. She was the greatest people alive. She was the glue that held the building together.’”

I also know that when the adults in our schools seem to be lifted in a positive way after this bus driver started bringing kids to that school.

Remember you have “not” just a cook, a custodian, a secretary, a bus driver, a para-educator, a maintenance worker, a security officer or, a computer tech, you are educators that provide each and every student with an environment for learning and growth. Everything you do matters. You are the heart and soul of our schools.

Every day we have the choice to affect the lives around us with our attitude. We may never know how many lives we influence, but we can give the students around us our best and we will change lives.

Thank you ESP’s for educating the whole student!

USEA VICE PRESIDENT’S MESSAGE

WHY
By Lorica Pilivi
USEA
Vice President

One of the most common questions I get asked is, “Why?”

“Why am I a member? Why do I serve in the Association?” One simple word without a simple answer, or is it? I grew up in a single mother household as the oldest child of four. At the young age of nine, my world changed as I knew it, to one of great uncertainty. Throughout the trials of my childhood, one thing remained constant in my life and that was service. I served my Mom by taking care of some of the things at home that I was capable of doing so she didn’t have to, I even learned to cook and did so at least once a week for many years. I served my younger siblings by watching and entertaining, and helping them with homework. As I grew up and met my husband, I served him and his Mom too, and my kids, my children, and my community. I’m not going to go into everything I’ve done, but just know that service has always been a large part of my life. So when I get asked the question “WHY?” I usually think to myself, “Why not?”

When I worked in the private sector, whatever the boss wanted is what the boss got, regardless of who it may hurt in the process. It was better to meet the bottom line than to give the employee a voice or a choice. Once I started working in education I recognized the opportunity and the need for that voice of people. I saw times when being the only voice for a student made the difference in that one little person’s life, advocating for the help he needed. Seeing what he needed to have change in his life to help him be successful in his education. I also saw that many are afraid to or don’t know how to advocate for their students or each other. I believe that every voice matters and should be heard. I believe that Administration means well, sometimes at the expense of those who are required to carry out the task. I believe that there needs to be a checks and balance system to protect individual rights in school and at work. Every person deserves to feel that they are appreciated and needed in the role we each play in our student’s lives. I also know that when the adults in student’s lives are supported and appreciated, our students benefit the most. We share those feelings of appreciation with them. We impact the whole student.

I have always tried to be part of groups that affect solutions for problems or change in a positive way, with the understanding that decisions are made by those who show up. We CANNOT affect change without serving. Our association does just that, tries to affect solutions to problems in a positive way. From our advocacy on Utah State Capitol Hill or through our NEA partners in Washington D.C., working closely with our UEA brothers and sisters in education, right down to each of our districts and locals. This local level is where I’ve focused a lot of my energy because we don’t just do a JOB. We have CAREERS in education. We need to elevate and empower each other in our careers and help others to see what an impact and difference we are making in the lives of our students. I am committed to this as your USEA Vice President. Each of you has a voice. Share your voice with others. Share your voice with me. Share your voice and your passion with each other, and with potential members. Show that by serving others is how we make a difference in our student’s lives. Our organization will grow when we learn to use our voices. There is tremendous power in numbers and in numbers there is power. (Thanks Tim). We are all in this organization together to help make the lives of our students better. So, “Let us then, be up and doing, with a heart for any fate; still achieving, still pursuing, learn to labor and to wait.”~Longfellow

SEEKING NOMINATIONS

The USEA State Executive Board is accepting nominations for its vacant seats. For more information, contact President Jason Lewis JLEWIS@USEAUTAH.ORG

Nomination forms can be found on the website www.useautah.org

Click on Member Center tab

HAPPY FALL!

HAS YOUR MEMBERSHIP INFORMATION CHANGED?

PLEASE NOTIFY YOUR LOCAL PRESIDENT OR THE USEA OFFICE TO UPDATE YOUR INFORMATION

ADDRESS, EMAIL, PHONE NUMBER, WORK SITE, ETC.

THANK YOU FOR YOUR MEMBERSHIP!

USEA ON THE WEB

For state, local, and national information about ESP/Classified members on Facebook, visit USEA on the Web using one of the following methods:

WWW.USEAUTAH.ORG

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Get news from USEA and our members:

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Plan to Relax this Holiday Season

WITH SMART TIPS AND EXCLUSIVE PERKS FOR NEA MEMBERS

The holidays are just around the corner—a time to rejuvenate and spend quality time with friends and family. Let NEA Member Benefits help you save time and money this holiday season with helpful ideas to:

- Stretch Your Holiday Budget
- Plan a Hassle-free Holiday Vacation
- Get Rewarded for Holiday Shopping
- …And much more!

Visit neamb.com/holiday starting November 1 to make holiday planning easier!

$1,000 MEMBER-ONLY GIVEAWAY

ENTER DAILY AT NEAMB.COM/HOLIDAY FROM NOVEMBER 1, 2018 TO DECEMBER 31, 2018 FOR YOUR CHANCE TO WIN!
The USEA Leadership tour is a time for
the leadership of USEA to go out and
engage the local leadership. Since USEA
has a new President and Vice-President
this Fall, it was also an opportunity for the
local members to meet the new USEA
Leadership Team. During these site visits
it is also beneficial to meet with members,
and potential members, to discuss
worksite issues. This year President Lewis
picked four locals to visit: Weber, Canyons, Jordan, and Nebo.

We started Day One of the tour on
September 10, 2018, at 6:00am at the
Weber maintenance/bus garage. We
had a good visit with around 45 members
and potential members. President Lewis
and Vice President Pilivi had great
conversations. From there we went to
a few work sites and visited as well. Lunch
was served at Weber High school for
t all the ESP employees. We ended
the day serving dogs and hamburgers at the
Weber Innovation Center. Overall the visits in Weber were very well attended
and we were able to visit and build some
great relationships. We had six new
members join our organization on Day One.

Day Two began in the Canyons School
District. President Lewis and Vice
President Pilivi served breakfast at the bus
garage and they fed roughly 60 members
and potential members. We were able to
build some great relationships with the
drivers at the bus garage as well as office
and management staff. From there we went
and visited a few works sites. President
Lewis was able to speak to a few ESP folks
about the value of membership. Lunch was
served at the maintenance shop and was
well attended with members and potential
members. We ended the day serving dinner
to 25 ESPs at Mount Jordan Middle school.

Day Three started in the Jordan school
district serving breakfast at South Hills Middle
School. We were able to serve breakfast to
the school’s food service ESP’s. What a treat
to serve a meal to the employees that serve
so many of our students’ day in and day out.
Worksite visits went very well. The USEA
leadership team was able to work hand in
hand all day with the president of JESPA,
Robert Conder. President Conder took a
personal day to attend the day’s event in his
local. President Lewis and Vice President
Pilivi were able to visit with members of
JESPA and discuss issues as well as the
value of JESPA/USEA membership. The
day ended with dogs and burgers served
at the maintenance facility. The turnout was
light but we had several great one-on-one
conversations with several bus drivers and
a couple of maintenance folks.

Day Four was spent in the Nebo School
District. Nebo is a local that has no elected
leadership. We were able to work with a
longtime member to set up a location for the
day’s event. We served lunch at Spanish Fork
High school. The event was advertised well,
and it was well received. The only hiccup
was the wildfires that have been burning in
the state for the entire summer. The Nebo
school district was issuing evacuation
orders and trying to get evacuation sites
located and set up to handle the evacuates
that needed a place to stay. Several
potential leads were identified for future
contact and conversations.

Overall, the Leadership Tour afforded us
the opportunity to have visibility and engage
members/potential members in several
of our large locals and provided a good
amount of potential follow-up for worksite
visits for the coming weeks.

Leadership Tour 2018 was a success. Seven
new members joined our organization.
Thank you to every critical partner that
made leadership Tour 2018 a success!

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THANK YOU TO ALL OUR LOCAL LEADERS

We would love to hear from our
members and local leaders on all the
great things that are going on in your
locals. Please submit your stories to:
dhamblin@useaut.org

We reserve the right to accept, edit or reject any
contributing materials.
USEA Matters! USEAUTAH.ORG

2019 NEA ESP CONFERENCE

2019 NEA ESP Conference
March 22-24, 2019

Bally's Las Vegas Hotel
3645 S. Las Vegas Blvd
Las Vegas, NV 89109

Conference Description

The NEA ESP conference is the premier professional development opportunity for Education Support Professionals across the nation. The goal of the conference is to grow and strengthen the professional excellence of ESP members working in Pre-K to Higher-Ed through Association-convened, educator-led, and student-centered learning experiences. With more than 60 interactive workshops to choose from over the course of four days, participants will enhance their knowledge and skills to build community relationships, organize members, advocate for educators, and sustain stronger local associations, helping members excel in their careers and positively impact student success.

If you are interested in attending the 2019 Conference, please contact USEA President Jason Lewis.

USEA Distinguished Education Support Professional of the Year 2017-2018

Terry Davies, Custodial
Davis Educational Support Professionals Association

USEA PROFESSIONAL DEVELOPMENT COMMITTEE

Bully Free for Utah highlighted at the American School Health Association 2018 Conference

Bully Free for Utah, the first bullying professional development training developed by, for, and about Education Support Professionals (ESP) was presented to school health professionals from around the nation on October 4, 2018 at the conference of the American School Health Association (ASHA). The hard work of USEA members to develop and deliver Bully Free for Utah was one of two ESP-related presentations delivered by USEA consultant Nora Howley at the AHSA conference. Nora reported to USEA that the sessions were well received by the school health professionals in attendance. Several people commented during the presentations that they were now more aware of how important it is to involve all the staff in a school in creating safe schools for everyone.

Bully Free for Utah was developed by the USEA Professional Development Committee.

Committee members took a program from the National Education Association, Bully Free, It Starts with Me, and adapted it to reflect the concerns and work of ESP in Utah. It includes information on Utah policies on bullying and offers ESP the chance to practice intervening in student-on-student bullying. It is part of USEA’s commitment to helping USEA members and other Utah ESP have access to high quality professional development.

October is Bully Free month.

REMINDER

USEA IS ACCEPTING NOMINATIONS FOR THE OUTSTANDING ESP’S OF THE 2018-2019 YEAR!

NOW UNTIL MARCH 1ST 2019

ESP’s of the Year will be honored at a Banquet to be held prior to Delegate Conference. One of these winners will be also become USEA’s Distinguished ESP of the Year and will represent Utah at the NEA ESP Conference in 2020.

Nomination forms can be found on our website - www.useautah.org click on “Member Center”

THANK YOU TO ALL OUR MEMBERS

#RedforEd

AMEERICAN EDUCATION WEEK
NOVEMBER 12-16, 2018

American Education Week is an opportunity to celebrate public education nationwide and honor hard-working educators who provide every student with a quality education.

Following are the details for the 2018 week-long celebration.

Monday, November 12
Kickoff Day

Tuesday, November 13
Parents Day

Wednesday, November 14
Education Support Professionals Day

Thursday, November 15
Educator for a Day

Friday, November 16
Substitute Educators Day

Read about the history of American Education Week at nea.org/AEW.

USEA
#RedforEd

#RedforEd

www.neaedjustice.org

The Professional Development Committee is currently looking for new members (all members are appointed by USEA President Jason Lewis). If you would like to be part of the next phase of USEA’s work on professional development, please contact USEA Organizational Specialist, Dawna Hamblin at dhamblin@useaut.org or (385)-425-8116.

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Terry Davies, Custodial
Davis Educational Support Professionals Association
Educators share five ways to reduce bullying, harassment and bias all year long

1. Take the pledge: Safe learning environments for every student

Schools should be havens. But too many of our students are scared, anxious, and feeling threatened. Students and educators around the country are encountering hostile, hateful environments in their schools and communities, including fake deportation notices being handed out, nooses, racist graffiti, and swastikas drawn in bathrooms. We are being flooded with reports of hate speech and images directed at students. There is no place for this in our schools. Every student deserves a safe, welcoming, and affirming learning environment.

Will you stand up and speak up for your students, so that they all have a safe and affirming learning environment?

2. Raise awareness & be the caring adult

Bullying can happen everywhere — on school buses, in the cafeteria or restroom, in school hallways, via text or social media, and more. Help raise awareness about the prevalence of bullying and the many contexts in which it can occur by sharing this graphic on social media, and/or your local’s website.

3. Involve the entire school team

Creating a positive school climate requires a team of educators willing to work together to make change. But it’s critical that this team reach beyond classroom teachers to impact school climate and gauge if your efforts are working. Many bullies refrain from aggressive behavior and verbal or physical intimidation in the actual classroom, and instead seek out targets in other locations on a school campus, before or after school, or in between classes.

Education support professionals, including bus drivers, clerical and administrative staff, custodial staff, food service workers, health professionals, paraeducators and others are often the frontline eyes-and-ears of the school. They can play critical roles in identifying bullying, intervening in a bullying incident, and advocating for bullied students.

4. Deepen your practice and responses to incidents of bullying, bias and hate

Fostering a positive school climate in your school community can go a long way toward reducing bullying and creating an environment where all students feel safe and welcome.

Bay Area social studies teacher Fakhra Shah aims to prevent bullying by teaching respect and inclusion. She uses restorative practices and other techniques learned through her peer resources program, encourages varied student perspectives, and creates a warm and supportive environment where all students feel accepted.

5. Support students most targeted by bullying and bias

Students of color, immigrants, Muslim students, LGBTQ students, students with disabilities — and any other category of students perceived to be “different” by bullies — tend to be most often targeted by hurtful actions or by words that reflect racial bias or other intolerance. Incidents of bullying, hate and bias at school erode the fabric of the entire community and require of us a community wide response.

Learn more about how you can be a school climate leader and take action with NEA’s Toolkit for Education Support Professionals.
Voting day is quickly approaching as voters all across the country and Utah head to the polls on Tuesday November 6. It is important to vote as it is part of being an American and living in this great republic. However, as educators we all have a chance to directly impact Utah students and public education policies. A good example is the non-binding opinion Question 1 which does directly that in providing crucial funding for our Utah students.

Much has been said about Question 1. Where the money goes, why is it needed, and why is it in the form of a ten-cent gas tax. Question 1 is a non-binding ballot initiative that if passed will create a ten-cent gas tax to be used on Utah roads and public education. According to the bill, $150 will be associated with each student to determine how much money is allocated per school. A school is given this money depending on how many students are enrolled. It is up to each school principal to create a plan on where this money is spent depending on the framework provided by each local school board. It depends on each school and their particular needs. According to ourschoolsnow.com, a principal can allocate funds towards after school programs, educator salaries, class size reduction, professional development, additional educators, technology, and early learning programs. The money cannot go towards administrative overhead and capital expenditures. This is just one reason why it matters to vote.

Another reason it is important to vote is it provides the opportunity to make your voice heard. You as a citizen of this country can directly have a candidate fight for what you believe in. Political affiliation aside a voter has the opportunity to determine who is running for a candidate fight for what you believe in. Political affiliation aside a voter has the opportunity to dictate local, state, and federal policy for years. To those members who say your vote doesn’t matter might want to consider how it can affect their careers as education support professionals. A good example is local school board races. Voting for a candidate who is pro public education and who is fighting for the future of education today, we see the future leaders of our nation and the qualified educators we need to thrive and need to serve.

FOR MORE INFORMATION ON QUESTION 1, PLEASE GO TO THE WEBSITE LISTED BELOW. THIS LINK IS TO AN ONLINE VIDEO THAT EXPLAINS THE UPCOMING QUESTION 1 BALLOT INITIATIVE PERFECTLY. IT CONCISELY EXPLAINS THE QUESTION 1 GAS TAX, HOW MUCH IT COSTS, AND WHY IT IS IMPORTANT FOR PUBLIC EDUCATION. https://youtu.be/Ngfy1lw3BE

For more information on Question 1, please go to the link listed below. This link is to an online video that explains the upcoming Question 1 ballot initiative perfectly. It concisely explains the Question 1 gas tax, how much it costs, and why it is important for public education.

Red for Ed Campaign

Utah School Employees Association is wearing Red on Tuesdays in support of NEA #RedforEd Campaign and to demonstrate support of Question 1.

When we think about the promise of education today, we see the future leaders of our nation and the qualified educators who reach, teach and inspire them. We see classrooms with modern tools that help students prepare to make an impact on the world. We see students getting the support they need to thrive and educators having the support they need to serve.

We see progress and hope.

But today we also see budgets being cut, overcrowded classrooms and outdated materials. We see educators working around the clock to make a difference in the lives of their students and standing up to lawmakers to ask for better pay and school funding. We’re raising our voices together for our students, for our schools and for ourselves as educators.

So, we are wearing red on Tuesdays but also wearing red to school board meetings, rallies, community events, in our school buildings, and on our buses.

That’s why we’re wearing #RedforEd.

Pledge your support at neadaytoday.org/redfored
**LOCAL LEADERSHIP**

**CALLING ALL MEMBERS!**

We are looking for members to get involved in your local associations. If you are interested in being a part of the change in your local, please contact your local President! If you do not have a local President contact, your Organizational Specialist.

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<td>Rick Montague</td>
<td>(801)885-9979</td>
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<td>Samir Monahan</td>
<td><a href="mailto:samirmonahan@gmail.com">samirmonahan@gmail.com</a></td>
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<td>William Bartlett</td>
<td>(435)310-1126</td>
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<td>Dawna Hamblin</td>
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<td>Box Elder</td>
<td>Loricia Pilivi</td>
<td>(435)230-4673</td>
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<td>Tim Bell O.S</td>
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<td>Canyons</td>
<td>Karl Banks</td>
<td>(801)913-3695</td>
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<td>Dawna Hamblin</td>
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<td>Linda Peterson</td>
<td>(435)749-1266</td>
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<td>Davis</td>
<td>Amy Ehresman</td>
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<td>Tim Bell O.S</td>
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<tr>
<td>Duchesne</td>
<td>Lee Rockwood</td>
<td>(435)722-2754</td>
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<td><a href="mailto:irockwood@dcasd.org">irockwood@dcasd.org</a></td>
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<td>Dawna Hamblin</td>
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<td>Emery</td>
<td>Jackie Alfred</td>
<td>(435)653-2134</td>
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<td><a href="mailto:jackiea@emeryschools.org">jackiea@emeryschools.org</a></td>
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<td>Grand</td>
<td>Rebecca Carrigan</td>
<td>(435)260-1561</td>
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<td><a href="mailto:carriganb@grandschools.org">carriganb@grandschools.org</a></td>
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<td>Jeremiah Sniffin</td>
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<tr>
<td>Granite</td>
<td>Mike Memmott</td>
<td>(801)755-4812</td>
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<td><a href="mailto:Mike7554812@gmail.com">Mike7554812@gmail.com</a></td>
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<td>Jordan</td>
<td>Robert Conder</td>
<td>(385)315-4130</td>
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<td><a href="mailto:Robert8175@gmail.com">Robert8175@gmail.com</a></td>
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<td>Juab</td>
<td>Hilda Thomas</td>
<td>(801)885-3565</td>
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<td><a href="mailto:Thomas.hilda@gmail.com">Thomas.hilda@gmail.com</a></td>
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**Salt Lake B&G Membership Drive BBQ.**

New Leadership is making things happen in the Salt Lake Buildings and Grounds Local. They are changing the culture. David Miller, SL B&G President said, “If we do what we have always done then we get what we always got, and we are going to change that!”
As an educator, people trust what you say about public education issues – and right now, there is no more important Utah public education issue than Question 1.

Are you prepared to talk about Question 1 with your colleagues, friends, family and neighbors?

Here are a few simple messages to help:

**Why Question 1...**

Question 1 is our once-in-a-generation opportunity to really make a difference for the future of our students and for Utah public schools.

**What it is...**

Question 1 raises the gas tax by 10 cents per gallon, generating new funding for K-12 public schools, higher education and local roads.

**What it does...**

Question 1 provides about $100 million annually for Utah K-12 schools, money that can be used to reduce class sizes, address the teacher shortage or other school uses.

**What is at stake...**

A ‘yes’ on Question 1 demonstrates support for investments in public education, while a ‘no’ vote signals to legislators the public’s unwillingness to support students, thereby devastating chances for significant future funding increases.

Where to get more information...
- ourschoolsnow.com
- OurKids1st.com
- Q1facts.com

Need to contact us?
864 E Arrowhead Lane, Murray, UT
Phone: (801)269-9320 / 800-662-6544
Fax: (801)269-9324
information@useautah.org
USEAUTAH.ORG