"Awesome", "good to see locals working together", "to see the process was cool"

These are a few of the comments we heard from members who attended the 2019 USEA Delegate Conference that was held at the Homestead Resort on Saturday August 3, 2019. I couldn’t have said it better myself.

The USEA Delegate Conference is an annual meeting convened to conduct the business of the Association and to elect Association officers & Executive Board members, as outlined in the Bylaws. Delegates, or voting members, include members of the USEA Executive Board and members who have been elected by their locals to represent their local’s interests.

So what did we do and why was this year “awesome”? In a nutshell, we accomplished the business and the level of engagement was remarkable.

We were honored to welcome Karen White, Deputy Executive Director of the National Education Association, as our keynote speaker. Her passion for public education, students and education professionals was contagious. She inspired us as she spoke of compassion, professionalism, opportunity and the power of collective action.

We debated and voted on three resolutions (proposed change to the Bylaws) and one New Business Item (proposed change to policy of general practice).

- Create Secretary/Treasurer - passed
- Executive Board members/ NEA-RA - passed
- Delegate Conference schedule - sent back for additional information

Using Roberts Rules to guide our discussions and debates, and a Parliamentarian to keep us on track (it can get complicated), the democratic process was on full display. An item was presented to the delegates, discussion for and against took place, sometimes an amendment was proposed, then discussions for and against the amendment took place, debate on the amendment was closed and then we voted on the amendment. If the amendment passed, then we debated the item in its amended form; if the amendment failed, then we went back to debating the original item. Sometimes an amendment to the amendment was proposed, and we went back to the debate, close debate, vote, debate, close debate, vote, etc., process. Eventually, we voted on the original item in its final, possibly amended, form.

The delegates from Area 1 and Area 4 elected their State Executive Board representatives. Blake Bulpisher & Maryann Gilmore were elected to 3-year terms.

The ‘prize patrol’ made sure there was never a dull moment as they gave away door prizes between business items. The Homestead made sure we didn’t go hungry and we even had some fun with a silent auction to help raise funds for our PAC.

To have so many delegates, including first-time delegates, actively involved in the debates, sharing ideas and working together to come to consensus decisions, was invigorating. To those who attended, whether as a delegate, alternate or delegate-in-training . . . THANK YOU! We know it’s a sacrifice to attend a meeting on a summer Saturday, but we can’t be a viable member-led organization without you. To those who didn’t attend, we NEED YOU! Please consider becoming more active in your local and run for election as a delegate next year.

By Maryann Gilmore
USEA Secretary/Treasurer

The Utah School Employees Association honored our Education Support Professionals of the Year at an Awards Banquet held August 2, 2019 at the beautiful Homestead Resort, Midway, Utah. We were also pleased to award education scholarships to two very bright and aspiring young ladies. Please help us congratulate these amazing people. They proudly represent the profession of Education Support Professionals.

ESP / EMI HEALTH SCHOLARSHIPS

For state, local, and national information about Education Support Professionals/Classified employees, visit USEA on the Web using one of the following methods:

WWW.USEAUTAH.ORG

Get news from USEA and our members:

www.twitter.com/USEAUTAH

Interact with your fellow ESP/Classified members on Facebook

www.facebook.com/USEAUTAH
NEA Members... Don’t wait in line, shop in the comfort of your own home using NEA Click & Save, your member-only online mall!

- Register or log in to NEAMB.com/clickandsave
- Browse websites of your favorite retailers, including apparel, electronics, movie tickets and much more
- Enjoy exclusive member deals on your favorite items and brands
- Earn WOWPoints to use towards future purchases
- Come back and shop often as new retailers are frequently added
- Share these benefits with 5 family members or friends

NEA Members have saved more than $20,000,000 using NEA Click & Save. Start shopping today!
USEA PRESIDENT’S MESSAGE

When I started as President of USEA, I had a few self-assigned tasks. They are part of the things that I ran my campaigns on: connections, communications, and collaboration. As part of the connections, I wanted to create some type of connection between USEA and the locals. Sometimes this has been a little bit of a struggle. I felt like there had to be a way for us to communicate more effectively. A part of that communication was to get information out to you in a better way. And the last one was collaboration. We wanted to be able to listen to you as the locals and to move your ideas where possible and if appropriate, bring those ideas to the NEA.

Some of the things we have done to help with that is, with the help of our amazing staff, we created the Coalition of Local Presidents. This is a great opportunity for the local presidents to participate in a round table type discussion and to be able to let their voice be heard and to collaborate with the other locals. I will tell you what I found out. You leaders in the room, and other leaders outside of here, are amazing. You came and really showed the leadership of USEA that you do remarkable things that we don’t hear about. We got through the successes, we got through the trials, and the thing that was the most exciting to me was I got to listen to local leaders talk on their leadership and discuss how they were able to change situations that were negative into positives and you were able to grow and develop things that could become more leadership opportunities. This happened because we came together. When we set up these meetings they are designed for presidents or their designated representatives. If you are not participating, encourage them to do so.

Let’s find ways to communicate because without your voice it’s really tough for us to be a member-organized leadership. One of the struggles that we have always had is to how best to communicate. So, one of the things we’ve worked on is utilizing low cost methods to share our message.

One of the things that I really enjoy doing is posting things on our USEA Facebook page. I share a lot about the great things that are happening on the national level, ideas that can be utilized to help further paras, bus drivers and other careers. We need more of you to do this. We need to hear the success in your locals. We need to hear about that one employee that’s doing amazing things here, but we need to learn how to make that message that we have with his ESP’s in Iowa to support for our members here in Utah. He is also attended this weekend because he wanted to show the rest of the country. My friend, Mike Beranek, are watching our actions and the positive movement ESP page are members from outside of Utah who could use as nominations for our outstanding ESPs. We are the power behind the schools that allow things to happen. We are the bus drivers who are the first smiling face a student sees in the morning and the last smiling face at the end of the day, so you are the one that sets their attitude for the day. Our food service workers ensure that the kids are getting, in some cases, their only good, nutritious, hot meal for the day and that is up to you. The secretarial staff know who students are and makes that kid feel loved. You see things that the teacher doesn’t see. You have the opportunity to share the love for those kids and encourage the respect through the other areas. This is your voice, we need to hear from you about your successes.

I have already shared a lot over the last few days and I just want you all to know of the most important things that we do, or we need to learn to do, is to share our “why.” Our reason is you are a member. If you ask Mike Evans, his supervisor handed him an application and he was told, you sign this or you don’t have a job. That is one way to recruit, not necessarily the best way. I have also heard from other people who said the reason they joined is because they thought they needed protection. I felt like I needed to be protected from the things that could happen on the job but as you become more involved in the association, your why will change. The reason why I am a member and a student sees me as a part of this association is because I could see the value of the people in this room and they needed someone who would represent them, honorably, and could make this a meaningful organization. We have to continue to move forward with the strength and passion that you deserve.

The reason I am here is because you guys matter. I am not going to say tech services are paid well, but we are paid well. But it is each of you, the food service workers, para educators, the bus drivers – you all deserve a better wage and the reason I am here is because I want to represent you to you give the uplifting support that you need and the push at the state and national levels to be able to try and get you that money so that you can succeed.

One of the questions we are asked is why do you want a raise? Why does an 11% raise help you? In my case, why does a 5% raise help my answer is because the people in my local work their hearts out for the children in their schools and they deserve to have it. They do not have to work two or three jobs just to be able to support their families. Also the students are going to receive more love than they would with parar’s are tiring out before the end of the day and if the bus drivers are going out and driving buses and then driving Uber all night to try and make ends meet. You guys matter and that’s my why. My why is because all of you matter and I want you to know, that I am here for you and I am fighting for you and doing everything I possibly can to make you guys appear in the greatest light that you can possibly be in.

This year you heard me say that USEA is presenting a resolution to the legislature that will recognize our ESP’s on a national level. We are doing another thing that is important – every year we ask the governor to sign a proclamation for ESP day. When we do this, we usually receive it a day or two before of time and it is possible we won’t even get it. I presented another resolution to the state legislature to get that put on the calendar every year so we do not have to wait for the governor to sign it so the legislature approves and knows who we are. We go up to the legislature, we say ESP, and they say who? We go up to the legislature, we don’t want to be known as classified employees because that is not what we are. We are Education Support Professionals. That is who we are. We are professionals and we are educators. We have some very highly skilled people and highly educated members among our midst. We have people with Masters Degrees that I have a technician who works for me that just earned her PhD. She does this job because she loves the kids. The PhD is not going to get her one extra thing, but she has PhD because she feels that what she does matters. You guys matter – remember that!

It is because of ESPs that schools run and it is because of ESPs that we have our conferences or training each year. This election is a statewide election open to UEA and USEA Members.

NEA STATE DIRECTOR ELECTIONS

Here are the qualifications/information to run for this seat: Anyone that is an active member of the Association for three years is eligible to file. The primary election will begin January 29 and will run through February 19. The duties of the NEA State Association Board of Directors representing the State of Utah (UEA and USEA); attend quarterly meetings at the NEA to carry out the business of the NEA as established at the annual representative assembly. He/she also attends the NEA-RA as a voting state delegate in years corresponding to the elected term of office (e.g., elected in the spring - term begins September 1 of that year - attends the NEA-RA beginning the following calendar year). He/she is a member of the UEA Board of Directors beginning July 15 in the year of election and attends monthly meetings of the Board and Council of Local Presidents, and may attend other NEA conferences each year. This election is a statewide election open to UEA and USEA Members.

If you are interested in declaring your candidacy, contact the USEA office prior to January 6, 2020.
USEA Vision:
“Great Public Schools where school support professionals are recognized and respected as essential partners in student success.”

USEA Mission Statement:
Our mission is to empower, support, and elevate school support professional careers to positively impact student success.

2019-20 USEA Calendar
USEA Board Meetings
October 12, 2019
November 9, 2019
December 14, 2019

Regional Leadership Trainings
October 3, 2019 – Coalville, UT
October 24, 2019 – Vernal, UT

Legislative Session
January 27 - March 12, 2020
Educator Day on the Hill Every Friday at 7 a.m.

National ESP Conference
March 20-22, 2020

NEA Representative Assembly
July 2-6, 2020

Leadership Summit
August 6-7, 2020

Awards Banquet
August 7, 2020

Delegate Conference
August 8, 2020

DID YOU KNOW?
Working Union vs. Working Non-Union
• In a non-union setting, workers count on their own individual strength; in a union setting, workers count on their own strength plus the collective strength of the group.
• In a non-union setting, the employer makes all the rules; in a union setting, the rules are negotiated by the union and the employer.
• In a non-union setting, the employer enforces the rules however he sees fit; in a union setting, workers have a procedure in place to respond to unfair enforcement of rules, even to the point of having an outside, neutral arbitrator decide who’s right.
• In a non-union setting, the employer decides what employees will be paid and what benefits, if any, they will receive; in a union setting, the employer is required to negotiate with the union on all pay and benefit issues the union brings to the bargaining table.

May 16, 2020
Kaysville, Utah

Use promo code “Fall 2019” to get $15 off your registration fee. Promotion valid until December 22, 2019.

HELP US SPREAD THE WORD - PROCEEDS FUND EDUCATION SCHOLARSHIPS FOR OUR MEMBERS AND THEIR CHILDREN

WE NOTICED
A special shout-out to our top 3 recruiters!

Erik Adams, USEA Executive Board member
Maryann Gilmore, USEA Executive Board member
Chay Olson, Salt Lake Building & Grounds Employees Association

Bike for Education
Presented by Utah School Employees Association

RideForEducation.org

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