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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 2024

A publication for education support professionals of PSEA

Message from your president

Unlock your leadership potential with help from PSEA

Congratulations to Becky Marszalek, president of the Avonworth Education Support Professionals Association, on being named the 2024-25 Dolores McCracken Education Support Professional of the Year. She is a shining beacon of inspiration and dedication, whose unwavering commitment, support, and infectious encouragement have empowered her students and colleagues.

We celebrated National ESP Day on Nov. 20 to recognize all the hardworking individuals who are working tirelessly throughout our schools to make sure students are educated, healthy, and safe.

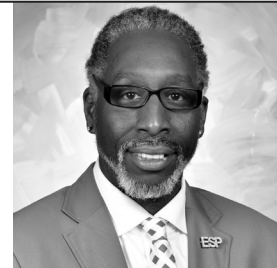
Thank you to all my colleagues across the state for all you do for your students, communities, and local unions.

As you know, a union leader must be willing to listen and learn to become an effective leader.

I know there are many new local leaders across the state who may

have many questions about their new roles in union leadership. Just as a skilled coach orchestrates a winning team on the field or court, a visionary labor leader must strategically guide their union through the complex terrain of collective bargaining, navigating the delicate balance between player demands and employer concessions. A strong leader must possess tactical acumen to anticipate and respond to the ever-changing landscape of labor relations, much like a coach adjusts their game plan to counter the opposing team's strengths and weaknesses. Therefore, take advantage of all the resources that PSEA offers you. Don't be afraid to ask for help when you need it. We want you to become a successful leader, so reach out to your PSEA UniServ representative about training and resources available to you now.

If you have questions, ideas, or concerns, please do not hesitate to reach out to me or anyone on our



Rudy Burruss
ESP Region President

board of directors. We are here to help and support you. Ultimately, the best coaches and labor leaders share a common trait: the ability to inspire and motivate others to work toward a common goal. By fostering a culture of trust and mutual respect, you can achieve success at the bargaining table, achieving victory for the local union and the students we serve.

I want to wish you a joyful holiday season with your family and friends. Have a great start to 2025. I still can't believe it's going to be 2025. Remember you can always email me: RBurruss@psea.org.

Dates to Remember

- **ESP Local Audit Certificate Due**
Jan. 30
PSEA Harrisburg
- **NEA ESP Conference**
March 21-23
Louisville, KY
- **ESP Region Leadership Conference House of Delegates**
April 25-26
Gettysburg Wyndham
- **PSEA Spring Leadership Conference**
March 7-8
Omni William Penn Hotel, Pittsburgh
- **PSEA Special Education Conference**
April 25-26
Eden Resort, Lancaster

Welcome to PSEA

We're absolutely thrilled to announce the newest addition to PSEA — the Tri-Valley Education Support Professionals Association. PSEA will now proudly represent their secretaries, paraprofessionals, custodians, skilled laborers, nurse assistants,

and technology employees. This enthusiastic local group dedicated a considerable amount of time and effort throughout the 2023-24 membership year, working diligently to lay a strong foundation. Their steadfast determination culminated in a successful election this past

spring, under the watchful eye of the Pennsylvania Labor Relations Board. With their union now officially recognized, they've taken strides toward continued success. They will spend the next several months organizing their local union and preparing to negotiate their first contract.

Dolores McCracken ESP of the Year

Becky Marszalek, a paraprofessional at Avonworth Elementary School in Pittsburgh, is the Pennsylvania State Education Association's Dolores McCracken Education Support Professional of the Year for the 2024-25 school year. For the past 11 years, Becky has served as the president of the Avonworth Education Support Professionals Association, successfully negotiating two contracts that secured fair compensation and benefits for the support staff she leads. She is also active with PSEA and the National

Education Association, attending events and conferences, including NEA's Leadership Summit.

Marszalek is a lifelong resident of the school community she serves and a graduate of Avonworth High School. She has volunteered with community organizations, including the Ohio Township Volunteer Fire Company Auxiliary where she serves as the past president.

Marszalek was honored at the PSEA House of Delegates' meeting in December. She is also a nominee for the National Education Association's Education Support Professional of the Year in 2025.



PSEA-ESP Elections

Elections for the following officers and committee positions will take place at the ESP Region House of Delegates at the Wyndham Gettysburg Hotel & Conference Center on April 25, 2025. Members wishing to run for any of these positions should complete the attached Statement of Candidacy form. Candidate forms submitted to the Credentials and Elections committee will be published in the March issue of *Dispatch*, and the candidates will have their names printed on the election ballots.

Statements of Candidacy are due Feb. 6, 2025.

- **Region Officers - Term 2025-27**
 - President
 - Secretary
 - Treasurer
- **Instruction and Professional Development Committee (IPD) - Term 2025-27**
 - One (1) Committee member
 - One (1) Alternate member
- **Resolutions Committee - Term 2025-27**
 - Three (3) Committee members
 - Three (3) Alternate members
- **Legislative Committee - Term 2025-27**
 - Three (3) Committee members
 - Three (3) Alternate members

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*Dispatch is a publication for education support professionals of the Pennsylvania State Education Association
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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
Deneen Dry - 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% 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% 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.