


VOLUME LXII, NUMBER 1 - FALL 2011

# *the* TESA CONNECTION

THE OFFICIAL PUBLICATION OF THE TEXAS EDUCATIONAL SUPPORT STAFF ASSOCIATION, INC.

TESA  
2011-2012



An Ocean of Diversity



*Celebrating TESA's*

## 60 Years

*The*  
DIAMOND ANNIVERSARY

# President's Message



Sue Hand  
President

The signs were everywhere...school supplies stacked strategically at the entrances to our favorite shopping spots, school clothes and uniforms hanging on the racks closest

to the aisle, and school personnel reporting back to work after a busy summer. Yes, the beginning of another school year has occurred. Were you ready?

While you were preparing for the start of this new school year, the 2011-2012 TESA Executive Board and Committees have been busy setting goals, networking with each other and striving to meet the challenges this new school year promises. I encourage you to take the time to create your own goals, being sure to include TESA.

For 2011-12, I've chosen "TESA...An Ocean of Diversity" as my theme with the ocean wave as the symbol. Thirty years ago, I fell in love with the Caribbean with its varying shades of aqua. One of the things I find fascinating is the intriguing ecosystem of coral reefs – how the different organisms work together for the benefit of all! I want to bring that same spirit of cooperation and collaboration to TESA.

The diversity of the coral reefs reminds me of the diversity of TESA's membership. Our members are employed in public schools, private schools, colleges/universities and the educational service centers across Texas. Within each of these are further distinctions such as administrative, campus or support services. Every day throughout the year, we work together providing students, young and old, with an exceptional learning environment.

This year, you – this proud, diverse and dedicated TESA membership - are celebrating a Sixtieth Birthday! Yes, TESA, born on March 3, 1951, is 60 Years Old! TESA will go into 2012 with both celebration of the past accomplishments and resilience for the future growth. Sixty years of service and changes have brought challenges. And as your president, I challenge each member to grow professionally and help build a stronger TESA that will reach far into another 60 years! With growth and change comes opportunity, and TESA brings tremendous opportunities to you in 2011-12. Look for more information on our 60th Celebration in coming publications.

TESA members voted at the 2011 Summer Work Conference business meeting to have only one business meeting per year. As a result, this will suspend the Fall Work Conferences (FWC) sponsored by TESA. So I invite you to be a part of the 2011 Fall Work Conference. As we make this the best FWC yet, be there and find your place in a panoramic photo to commemorate this history - making event. Jana Worthington, FWC Chair; Jennifer Lamb, Registration Chair; and Christine Billingsley, Exhibits Chair; have all been working hard since May planning a conference format change. So look for more information in this issue, including a raffle for an iPad2!

Darcy Blackstock, The TESA Connection Editor, along with Elaine Simmons, Assistant Editor; and Stephanie McBride, Advertising Manager; have created an awesome first issue. Enjoy the reading.

It is that time of the year again...to renew your TESA membership. Patti Walling, Membership Council Chair, and committee members Peggy Churchman, Irma Garcia, Karen Turner, Helen Kettler, and Cindy Bright will be contacting you throughout the year, to keep you informed of TESA events.

Our official record keeper, Ruth Lyday, Secretary / Treasurer, will be securing the minutes of all TESA meetings throughout the year ensuring these records are available for current and future members. Ruth will assist the Executive Board as needed and serve on the Bylaws Committee. You'll be able to meet Ruth during both conferences this year at the TESA booth in the Exhibits Hall.

This is always a busy time for Nominations and Dianne Lemons, Chair, is already accepting the Volunteering for TESA form. Did you know this one form allows you to volunteer to serve on a committee; request to chair a committee; or place your name in consideration for an elected position on the ballot? Yes, TESA has a position for you! Feel free to contact Dianne with any questions or to request a volunteer form.

Staff Training for Effective Management (STEM) Chair, Wanda Honeycutt, along with Cheryl Gregory, Peggy Hudson, and Paula Lambright will be scheduling and presenting classes. Upon completion of the STEM program, you will have earned your Certified Educational Office Personnel (CEOP). Not sure what STEM or CEOP is? Check out our website at [www.tesatexas.org](http://www.tesatexas.org). The listing of scheduled classes will also be posted on the web. The STEM schedule is also in this issue – choose a class or two to help you meet those goals we talked about earlier.

Bonnie Tomczyk, Affiliates Chair, along with Barbara Jennings and Elizabeth Cormier, will be assisting all TESA affiliates ensuring they have what is needed to support their members. Cindy Bright, Area Workshop Chair, along with Teena Hancock and Christine Ortiz, will be contacting Affiliates to co-host a local one-day Area Workshop. Lisa Gonzalez, Awards Chair, along with Lynn Andrews, Linda Brewer, and Deana Ross, will be promoting the different scholarships and

# Table of Contents

awards available to all TESA members. Mark your calendars with the deadlines for each application.

The 2012 Summer Work Conference is being planned by Janie Giddens, Chair; Marie Enax, Registration; Deana Ross, Exhibits; and Phyllis Hyden, Social. The Omni San Antonio, with awesome rates and amenities, is anticipating our conference and the committee has plans to WOW you! More information will be forthcoming in each issue of the magazine.

Gerald Wharton, Parliamentarian and Legislative Consultant, will be very busy this year keeping up with what's going on in Austin. Look for his articles detailing the impact those decisions will have on all educational employees. Wendy

Klentzman, Immediate Past President and Marketing Chair, will continue to promote TESA and offer support to all. Paula Lambright, Web Advisor, will be maintaining our website with updates allowing our members quick access to all TESA has to offer.

Pat Crawford, President Elect, has already been invaluable to me in the planning for 2011-2012. Melissa Davis, Administrative Assistant, continues to be a tremendously valuable resource in our TESA Office.

Did you count 16 TESA Executive Board Members and 25 Committee Members? Did you know there were 1,200+ TESA members for 2010-2011? This truly represents a remarkable team effort with each of you invaluable to

TESA. Surely there is at least one area mentioned here you are passionate about or perhaps you've thought of a way to reach the goals we talked about earlier. TESA can help.

I invite you to share in our wave of success this year. There is room for you and we welcome the opportunity to get to know you better. Together with TESA you can reach the shore of self-improvement and motivation. What are you waiting for? I've got the sunscreen!

Sue Hand, CEOP, CEOE  
TESA President 2011-2012

2011 TESA Executive Board.....	4
--------------------------------	---

## *Feature Article by Marilyn James*

Brief History of TESA's First Sixty Years.....	7
--	---

## *Feature Article by Pat Crawford*

Mind Over Skillset.....	11
-------------------------	----

## *Feature Article by Nelda Van Dyke*

Winning is a Habit!.....	21
--------------------------	----

2011 TESA Fall Work Conference.....	27
-------------------------------------	----

Legislative Update.....	32
-------------------------	----

Affiliates in Action.....	34
---------------------------	----

# Letter from the Editor



Darcy Blackstock  
Editor

What an awesome opportunity and privilege to begin 2011-2012 celebrating such an impressive accomplishment for our organization as well as welcoming our newest TESA President, Sue Hand. President Hand's theme this year is TESA... An Ocean of Diversity. With this theme in mind, the TESA Connection committee members, Elaine Simmons, Assistant Editor, and Stephanie McBride, Advertising Manager, and I decided to honor TESA's 60th Anniversary by incorporating the tremendous diversity of TESA throughout the years. TESA has a marvelous history

and heritage that reveals the ocean of changes the organization has made in the past that have provided for an inspiring and dazzling future.

Through this wonderful TESA heritage, it is our desire to continue providing you, our membership, with interesting, relevant and inspiring articles in each of the four issues. As you scan the pages of this issue, not only will you take a glimpse into the wonderful past, but you will also be introduced to the future by meeting your 2011-2012 TESA Board, viewing the Summer Work Conference in action, learning about local affiliate activities and events, and again reliving the amazing diversity of TESA's heritage.

Elaine, Stephanie and I are here to serve our members and this magnificent association and welcome your thoughts, comments and ideas to accomplish our goal of creating continued successful publications.

*Darcy*



Elaine Simmons  
Assistant Editor



Stephanie McBride  
Advertising Manager

We the members of the Texas Educational Support Staff Association, hold that the primary purpose of the educational secretary is to assist, as a team member, in developing citizens who will safeguard, strengthen, and improve America. The TESA Connection is published four times a year - fall, winter, spring, and summer. Membership in TESA entitles the individual to an annual subscription to The TESA Connection magazine, circulation approximately 2,000. Subscription rate for libraries and nonmembers is \$10 per year. Send request for subscriptions to: TESA Central Office, PO Box 1565, Austin, TX 78767.

Please send information for the Winter Issue to:

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# 2011 TESA Executive Board



**Sue Hand**  
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**Pat Crawford**  
President-Elect



**Darcy Blackstock**  
1st Vice President



**Patti Waling**  
2nd Vice President



**Ruth Lyday**  
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**Bonnie Tomczyk**  
Member-At-Large Affiliate Services



**Cindy Bright**  
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**Lisa Gonzales**  
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**Dianne Limons**  
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**Gerald Wharton**  
Parliamentarian/Legislative  
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**Wanda Honeycutt**  
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**Janie Giddens**  
Summer Work Conference Chair



**Jana Worthington**  
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**Melissa Davis**  
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# 2011 TESA Committees

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## Calm the waves of change with an Area Workshop

**Changes, like ocean waves, occur. Be prepared and help others prepare to ride the waves of change by hosting an Area Workshop. Don't get swept away by waiting. Your time is NOW.**

**Contact any member of the Area Workshop Committee to save a date for your affiliate.**

### Area Workshop Committee:

Cindy Bright, Chairman	903-852-3701 or 903-676-8862	brightc@brownsboro.k12.tx.us
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Teena Hancock, Member	972-487-4101	tlhancoc@garlandisd.net

# Brief History of TESA's First Sixty Years

Marilyn James, CEOE, CEOP, TESA President 1990-91



Marilyn James  
CEOE, CEOP, TESA President 90-91

Wow!!! Sixty years!!! Where were you 60 years ago? Some of you weren't even born. I was in the eighth grade and had no idea what I wanted to do when I gradu-

ated from high school in 1955. There wasn't a Texas Educational Secretaries Association until March 3, 1951, when 68 educational secretaries started TESA. We have those 68 secretaries who were charter members of TESA to thank for the organization we now call the Texas Educational Support Staff Association.

TESA's philosophy is that this association exists for the sole purpose of promoting professional growth and rendering services to all facets of its membership. TESA is committed to being broad enough in scope, yet specific enough in character, to provide for the needs of all its members.

TESA's first Summer Work conference was held July 9-13, 1951, in Dallas and was sponsored by the Dallas School Secretaries Association and Southern Methodist University.

In 1955, the Summer Work Conference was held in Austin for the first time and the TESA members spent a full week at the Driscoll Hotel.

I don't know the date of the first Summer Work Conference held at the Thompson Center and the Villa Capri. However, the last time it was

held there was in 1975 and I was in attendance. We needed a larger place and in 1976, TESA moved to the Palmer Municipal Auditorium and continued to have the Summer Work Conference there until the Austin Convention Center was opened in 1993. In 2006-2008, the Summer Work Conference was held at the Houston Marriott and in 2009-2011, it was held at the Frisco Embassy Suites.

Alta Francis from Denton served as TESA's first president in 1951-1952. There have been 58 TESA members who have served as president and two of those were men: Tom Langston, Canyon, 1957-1958, and Gerald Wharton, Grapevine-Colleyville, 2009-2010. Four TESA past presidents, Millie Bennett, Beaumont, 1978-1979; Jean Faulkenberry, Fort Stockton, 1985-1986; Marilyn James, Houston, 1996-1997; and Linda Sockwell, Richardson, 2007-2008, have gone on to be president of the National Association of Educational Office Professionals (NAEOP).

TESA has hosted the National Association of Educational Office Professionals Annual Conference three times: in Houston, 1974; in Austin, 1995; and in Dallas, 2006. TESA also hosted a NAEOP Fall Institute in Abilene, November 1952; a Spring Institute in San Antonio, April 1959; a NASA/NASE/NAEOP Spring Institute in San Antonio, March 1986; and a Spring Institute in San Antonio, April 1995.

Fannie Billings from Dallas was the editor of the first TESA Talks newsletter in 1954-1955.

In 1968-1969, the first Texas Secretary magazine was published with Vickie Allen from Houston as the editor. The NAEOP Rachel Maynard Award for Excellence in Communication has been awarded to the Texas Secretary magazine many times. The magazine is now called the TESA Connection and it is still winning the award.

TESA's first office was opened August 1, 1978, at 211 E 7th Street, Austin, Texas, with Becky Farmer as TESA's first administrative assistant.

Joyce Francis, Corpus Christi, TESA President 1977-1978, was the NAEOP Educational Secretary of the Year in 1979. Martha Nicholas, Daingerfield, TESA President 1981-1982, was the NAEOP Educational Office Employee of the Year in 1983, and Debbie Wade, San Jacinto College, TESA President 2001-2002, was the Olive T. Ritchie Educational Office Professional of the Year in 2004.

Three TESA members have had the honor of having schools named for them. After 46 years as a secretary with the Pharr-San Juan-Alamo School District, Geraldine Palmer had a school named for her. On November 12, 2000, Cypress-Fairbanks Independent School District dedicated the Sandra Bales Walker Elementary School named for Sandra Walker, the 1989-1990 TESA President and the Secretary to the Superintendent of the Cypress-Fairbanks ISD. The Lillian Hunt Stehlik Intermediate School in Aldine Independent School District was named for one of the Aldine ISD paraprofessionals, Lillian Hunt Stehlik.



TESA has a nice tradition of presenting the national presidents with an honorary TESA membership. Also, when a TESA president retires, they are made an honorary member of TESA.

Jackie Price, Alief, was awarded the first TESA Educational Office Employee of the Year award in 1988-1989 and George Crowson, Superintendent of Harris County Department of Education, was awarded the first Administrator of the Year Award. In 2000, the Employee of the Year Award was renamed the Nelda Van Dyke Employee of the Year Award in honor of 1979-1980 TESA President and one of TESA's most-loved supporters, Nelda Van Dyke. Jana Worthington, Weatherford, was the first recipient and was presented a silver medallion by Nelda.

In 1984, President Bea Crawford, Odessa, appointed Nelda Van Dyke as TESA's first legislative consultant. Nelda held that position for 25 years.

Area workshops were developed at the suggestion of superintendents. The first TESA Area

Workshop was held on January 12, 1965, in Killeen, with 52 secretaries in attendance.

TESA's scholarship program was established in 1970 and currently awards the Lorene Roby Rogers scholarship (for TESA members continuing their education and named after the TESA president in 1964-1965), the Michael Zolkoski Technology Scholarship, and the Founders Scholarship (for children and grandchildren of TESA members).

In 1986, Staff Training for Effective Management (STEM), a 60-hour professional development program for support staff was developed to assist educational support personnel in growing to reach their potential. STEM provides training in office practices, management, and communication techniques as well as other work-related topics. TESA continually monitors the STEM program and makes changes and updates when needed. In order to maintain consistency in content and quality of presentation, TESA provides annual training sessions for STEM consultants. Since its inception, graduates from

the STEM program number in the thousands. Without the STEM program, TESA would not be the great association it is today.

In closing, I want to bring you greetings from Francis Wilson, Lubbock, TESA's eleventh president who served two terms as president, 1961-1963. I wish I could say that I know Francis but I have never met her. Bettye Ruth Wilson, TESA's 36th president called Francis and this is what Francis had to say to you the members. "Oh, I wish I could be there to help celebrate the 60th anniversary. TESA members continue to give your best. Sixty years of so much growth is showing. I am honored to have been one of the TESA presidents. I am so proud of you."

I have many fond memories of TESA, serving as president; serving as editor of the Texas Secretary for two years; being awarded the Educational Office Employee of the Year award; and representing TESA while serving as NAEOP president top the list. Being awarded the prestigious Jackie Evans Distinguished Service Award from NAEOP in 2010 was the ultimate. Meeting so many wonderful EOP's over the past 37 years has been awesome. It has been my pleasure to write this brief history of TESA's first 60 years. I have said this many times: I wonder what my life would have been like had I not chosen to work for the Houston ISD and become involved in TESA. TESA and its members mean so much to me.

If you aren't involved, now is the time to run for office or serve on a committee. It is a great way to make lifetime friends. Best wishes for future years.



The American Cancer Society is **HOPE**, YOU are **HOPE**, and together WE are **HOPE**. With your help, we aren't just fighting one type of cancer – we're fighting for every birthday threatened by every cancer in every community. Each person who shares the Relay For Life experience can take pride in knowing that they are working to create a world where this disease will no longer threaten the lives of our loved ones or claim another year of anyone's life. To donate to a Relay in your area please visit [www.relayforlife.org](http://www.relayforlife.org) or for more information on how the money is used by the American Cancer Society visit [www.cancer.org](http://www.cancer.org).

# 2011 Summer Work Conference



*TESA members and administrators from across the state greatly enjoyed the 2011 TESA Summer Work Conference hosted at the beautiful Embassy Suites Dallas -Frisco/Hotel, Convention Center & Spa. The conference offered a variety of professional development sessions, keynote speakers, board installation, vendors and even some time to enjoy a little ice cream and a game of Jeopardy from the 2011 Fall Work Conference Committee.*





# Blast from the Past!

*The days of pill box hats and white gloves that TESA members proudly displayed while attending annual conferences over the past 60 years are now a thing of the past. As we dive into the future, TESA continues to promote the same professionalism these TESA members represent through a long standing tradition of professional development opportunities and informative articles in our award winning publications.*



## TESA Dates to Remember

### OCTOBER

- 10 NES Connector Deadline
- 10 TESA Office Closed - Columbus Day
- 14 Fall Executive Board Reports Due
- 15 The TESA Connection (Winter Issue) Deadline

### NOVEMBER

- 4-6 TESA Fall Work Conference - San Marcos
- 21-25 TESA Office Closed - Thanksgiving Holiday

### DECEMBER

- 19-30 TESA Office Closed - Christmas Holidays

### JANUARY

- 2 TESA Office Closed - New Year's Holiday
- 10 NES Connector Deadline
- 15 The TESA Connection (Spring Issue) Deadline
- 16 TESA Office Closed - Martin Luther King Holiday

### FEBRUARY

- 15 Online Voting Begins
- 20 TESA Office Closed - Presidents Day

### MARCH

- 12-16 TESA Office Closed - Spring Break
- 15 Online Voting Ends
- 15 Awards / Scholarship applications Deadline
- 23 Executive Board Reports Due

### APRIL

- 6 TESA Office Closed - Good Friday
- 10 NES Connector Deadline
- TBD Spring Executive Board Meeting

### MAY

- TBA Committee Reports Due to Chairman
- 15 The TESA Connection (Summer Issue) Deadline
- 28 TESA Office Closed - Memorial Day

### JUNE

- 1 Executive Board Reports Due
- 18-22 TESA Summer Conference - San Antonio

### JULY

- 4 TESA Office Closed - 4th of July Holiday
- 9-12 NAEOP Annual Conference - Costa Mesa, CA

# Mindset Over Skillset



Pat Crawford  
President-Elect

What is Mindset and Skillset? Why do they matter? What do you think are most important to employers?

Why Mindset matters – with the right

Mindset you can triple your chances of getting and keeping the job you want. You can enhance your earning potential and receive top performance ratings. You can create job security by becoming the last person any employer would want to let go.

There is a realization that relates to every worker, applicant and employee. This realization is an alarm that old formulas and ways of doing things are failing. We need to find new and better ways to set ourselves apart and fuel the success of ourselves, our jobs and TESA.

We operate on the assumption that Better Skills = Better Jobs. We think our skills are good now and we do everything we can to keep improving them and our employers spend thousands of dollars in upgrading our skills, but we really don't know what skills we may need in the years to come. No one knows what skills will be needed but employers do know what kind of people they want. They want people with a strong work ethic, those who are bright, capable, flexible, and energetic. They want people with integrity, those with determinations and who are innovative, optimistic and resilient. These are people with the right Mindset. And we are those people.

You cannot necessarily control what happens, but you can master how you respond to what happens. People with guts – the mindset to take on the tough stuff – tend to win.

Thousands of employers have been interviewed and they were asked questions as to what kinds of people they wanted when hiring, keeping and promoting an employee. They all said it came down to Mindset.

Skillset is made up of tools that you employ to live and navigate life. If you are seeking employment you must be prepared to prove your skills. And in some cases your skills may be why you have the job you do. But, relying on just your skills can backfire. It takes the right Mindset to prevail against the odds. Your mindset will set you apart. It equips you to thrive where others may fail. Those with a superior mindset tend to navigate the world with uncommon integrity, resilience, goodwill, tenacity, openness and perspective.

If your skillset is about what you can do, then your mindset is about what you see, think and believe. It's not putting on a bright shiny display of positive attitude. It's much deeper. It's what is underneath everything else. It is your state and frame of mind, your attitude, your approach and way of thinking and your outlook.

The definition of Mindset is "a habitual way of thinking". That's why it is thought that Mindset is much deeper than what's just on the surface. Mindset influences everything you see as well as everything you do. The way mindset works is – inside your brain – you combine your personal

experiences, natural traits and education to form your unique lens.

When you were young each new experience you had and lesson you learned your mind stayed fairly fluid. But as you age the necessary tweaks to your mindset become increasingly minor and infrequent. Your lens begins to solidify. Your Mindset becomes set – some might call it stubborn. Your mindset – or inner lens – colors everything. It becomes the way you see and navigate life. And it begins to affect what beauty or litter you both see and contribute.

Given a choice between someone with desired Mindset who lacks complete skillset for a job and someone with complete skillset who lacks Mindset – employers will choose Mindset over skillset. If they have the Mindset the skills will come.

If you are fairly skilled that's great! However, exceptional skills do not necessarily make you great. With the right Mindset you can go further. If you are under skilled or your education or skills aren't up to date with the right mindset you can close the gap.

What research and employers are saying is – if you learn to gauge and grow the right Mindset you will naturally find and gain the right skillset to get the future you want. Mindset fuels skillset. Mindset comes first. Only with the right Mindset will you grow and excel your skillset to your advantage. Mindset is both universal and timeless. This means, unlike skillset, that if you master it you can take it anywhere and use it forever.

Mindset does matter. Understanding your Mindset is critical. There is a real power when you not just understand, but gauge, strengthen and apply the right Mindset to all you do. Not all Mindsets are equal. There are 3 categories. First there is the Global Mindset which is the vantage point. It's how far you go to understand and address everyday challenges. It's about connectivity and seeing the big picture. It's about openness – being open to diverse points of view and new ideas that may lead you to think differently.

Second is the Good Mindset. This is the foundation on which everything else is built. This is the part of Mindset that is about seeing and approaching the world in a way that will benefit those around you. It's about ethics, morality and the general way you approach others. A Good Mindset determines how positive (or negative) your contributions are. And it has a ripple effect at all job levels. If you ever aspire to be a leader

in any sense you must have a Good Mindset. With a good mindset you must have integrity. This describes your moral foundation and your ethical perspective. It's a sense of how grounded you are in the things people think when they talk about your character. Kindness is also very important. Kindness describes those facets of you that many employers remember and some even value the most.

Last is Grit. To have the right Mindset you must have Grit. Grit is the fuel cell of Mindset. It will propel you forward. Grit is about approaching the world with tenacity, perseverance, energy and the ability to scrap and scrape and make the impossible possible. You must grow your Mindset. This is based on the assumption that through effort one improves. One must have resilience. Intensity is a part of Mindset that speaks of focus, discipline and energy. It describes your capacity to be fully engaged in your tasks in spite of whatever distractions bombard

you. Intensity is good planning. Tenacity is one part perseverance and one part effort. It's the never give up element in the tasks you do.

Mindset matters more than skillset when it comes to recruitment and promotions. If you have the Mindset the skills will come. Mindset endures. Employers don't know what skills will be needed in 10 years but they do know what Mindset they will want. Your Mindset will set you apart.

One way to instill a growth Mindset is to ask yourself at the end of the day "In what way did I grow (improve or learn) today?" Challenge yourself as you plan your work week. "In what way do I intend to grow (learn or improve) by the end of the week? And what do I need to do to make this happen?"

*TESA members,*

*I am deeply honored to be named the 2011 TESA Administrator of the Year. I have helped write letters of nomination for superintendents several times, but never imagined myself in the spotlight.*

*I have truly enjoyed attending and presenting sessions at your Summer and Fall Conferences and Area Workshops. TESA represents the hardest working and most dedicated group of paraprofessionals in school business across Texas. I am touched to be associated with you.*

*Thank you again. Please do not hesitate to call if I can ever be of assistance.*

*With sincere gratitude for your kindness,*

*Christy Willman*

*Executive Director, Community Relations Department*

*Lamar Consolidated Independent School District*



# 2011 SWC Executive Board Meeting Minutes



## Texas Educational Support Staff Association, Inc.

Minutes of the Summer Work Conference Executive Board Meeting  
Embassy Suites ~ Frisco, Texas  
June 21, 2011

- Call to Order: The meeting of the Texas Educational Support Staff Association, Inc. Executive Board was called to order by President Wendy Klentzman at 7:03 p.m. on June 21, 2011, at the Embassy Suites in Frisco, Texas.
- Invocation: Invocation was given by Christine Ortiz.
- Parliamentarian: Jana Worthington proclaimed that a quorum was established.
- Roll Call:
- |                  |                  |
|------------------|------------------|
| Executive Board: |                  |
| Wendy Klentzman  | Sue Hand         |
| Debbie McFadden  | Pat Crawford     |
| Karen Turner     | Jana Worthington |
| Robin Pool       | Darcy Blackstock |
| Ruth Lyday       | Dianne Lemons    |
| Cheryl Georgory  | Christine Ortiz  |
| Gerald Wharton   | Helen Kettler    |
| Janie Giddens    | Melissa Davis    |
- Guest Present:
- |                        |                  |
|------------------------|------------------|
| Mary Ann Hollingsworth | Bonnie Tomczyk   |
| Debbie Wade            | Peggy Hudson     |
| Linda Sockwell         | Cindy Bright     |
| Patti Walling          | Lisa Gonzalez    |
| Phyllis Hyden          | Barbara Jennings |
| Sherry Gray            | Wanda Honeycutt  |
- Minutes: The Minutes of the spring board meeting held on April 2, 2011 at the Marriott Courtyard Conference Room in Pearland, Texas, were approved as presented.
- Correspondence: Thank you note from Nelda Van Dyke.  
TESA scholarship donation from Anita P. Carplo-Harlingen Education Support Association in the amount of \$50.00 to the Lorene Roby Rogers Memorial Scholarship Fund
- Treasurer's Report: The treasurer report was presented, and will be filed for audit.
- Old Business: None

# 2011 SWC Executive Board Meeting Minutes

New Business:

Motion One: Sue Hand, Lamar CISD, moved that the proposed 2011-2012 TESA budget be approved as presented.  
Seconded by Dianne Lemons, Mesquite ISD. Motion carried.

Motion Two: Sue Hand, Lamar CISD, moved that per the standing rules we present Allie Faye Matthews, Arizona, an honorary membership at her installation at the 2011 NAEOP Annual Conference.  
Seconded by Karen Turner, Lubbock ISD. Motion carried.

President Klentzman recessed the meeting at 7:40 p.m. on June 21, 2011.

President Klentzman reconvened the meeting at 10:35 a.m. on June 25, 2011.

Motion Three: Debbie McFadden, University of Houston Clear Lake, moved that the Standing Rules of TESA be changed to reflect that bids to host a Fall Work Conference would be presented to the Executive Board at the Summer Work Conference meeting.  
Seconded by Robin Pool, Pasadena ISD. Motion carried.

Motion Four: Gerald Wharton, Grapevine-Colleyville ISD, moved that the TESA Travel Reimbursement Guidelines be revised as presented.  
Seconded by Darcy Blackstock, Channelview ISD. Motion carried.

Motion Five: Pat Crawford, Richardson ISD, moved the central office staff salary be reviewed at the Spring Board meeting.  
Seconded by Ruth Lyday, Celeste ISD. Motion carried.

Motion Six: Darcy Blackstock, Channelview ISD, moved that the Nominating Chairman guidelines be revised to designate an early November meeting of the committee.  
Seconded by Gerald Wharton, Grapevine-Colleyville ISD. Motion carried.

Motion Seven: Sue Hand, Lamar CISD, moved that the Summer Work Conference chairman present a proposed conference budget to the Executive Board at Board Orientation.  
Seconded by Karen Turner, Lubbock ISD. Motion carried.

Motion Eight: Pat Crawford, Richardson ISD, moved that the necessary revisions from the bylaw change of the SWC 2011 business meeting be made to the officer's handbook.  
Seconded by Ruth Lyday, Celeste ISD. Motion carried.

President Klentzman adjourned the meeting at 11:20 a.m. on June 25, 2011.

Submitted by:

*Karen Turner*  
Karen Turner, CEOP  
TESA Secretary/Treasurer

Date Approved: \_\_\_\_\_

Approved by:

*Wendy Klentzman*  
Wendy Klentzman  
2010-2011 TESA President

# 2011 SWC General Business Meeting Minutes



## Texas Educational Support Staff Association, Inc.

Minutes for the Summer General Business Meeting  
59<sup>th</sup> Annual Summer Work Conference  
Embassy Suites ~Frisco, Texas  
June 24, 2011

- Call to Order: The meeting of the Texas Educational Support Staff Association, Inc. was called to order by President Klentzman at 10:05 a.m. at the Embassy Suites, Frisco, Texas.
- Invocation: Invocation was given by Christine Ortiz.
- Parliamentarian: President Klentzman called on Jana Worthington, Parliamentarian, to establish a quorum.
- Minutes: Minutes of the Fall Work Conference General Business Meeting which was held on November 6, 2010, at the Embassy Suites in San Marcos, Texas were approved as presented.
- Correspondences: Thank you note from Nelda Van Dyke.  
TESA scholarship donation from Anita P. Carplo-Harlingen Education Support Association in the amount of \$50.00 to the Lorene Roby Rogers Memorial Scholarship Fund
- Treasure's Report: A detailed treasure's report was provided to the general membership. The report will be filed for audit.
- Unfinished Business: None
- New Business:
- Motion One: TESA Executive Board moved that Article VIII, Sections 1 and 2 of the TESA Bylaws be changed to delete the Elections committee.  
No second needed. Motion carried.
- Motion Two: TESA Executive Board moved that Article II, Section 2, of the TESA Bylaws be changed to the following: "The Texas Educational Support Staff Association meeting of members shall be held annually during the Summer Work Conference for the purpose of conducting business which may come before the membership."  
No second needed. Motion carried.
- Motion Three: TESA Executive Board moved that the proposed 2011-2012 TESA budget be approved as presented.  
No second needed. Motion carried.

# *2011 SWC General Business Meeting Minutes*

Announcements: July 4  
July 18-22

TESA Office Closed-July 4<sup>th</sup> Holiday  
NAEOP Annual Conference-Charleston, SC

President Klentzman adjourned the meeting at 10:28 a.m.

Submitted by:

*Karen Turner*  
Karen Turner, CEOP  
TESA Secretary/Treasurer

Approved by:

*Wendy Klentzman*  
Wendy Klentzman, CEOP, CEOE  
2010-2011 TESA President

Date Approved: \_\_\_\_\_



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# 2011 SWC Board Orientation Meeting Minutes



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## Texas Educational Support Staff Association, Inc.

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Minutes of the Executive Board Orientation Meeting  
Marriott Conference Room  
Pearland, Texas  
August 7, 2011

Call to Order: The meeting of the Texas Educational Support Staff Association, Inc. Executive Board Meeting was called to order by President Sue Hand at 9:56 a.m. on August 7, 2011 at the Marriott Courtyard Conference Room in Pearland, Texas.

Invocation: Invocation was given by Dianne Lemons.

Parliamentarian: Gerald Wharton proclaimed that a quorum was established.

Roll Call: Executive Board:

Sue Hand	Pat Crawford
Darcy Blackstock	Patti Walling
Ruth Lyday	Bonnie Tomczyk
Robin Pool	Lisa Gonzalez
Dianne Lemons	Gerald Wharton
Wendy Klentzman	Janie Giddens
Jana Worthington	Melissa Davis

Absent: None

Minutes: None

Correspondence: Thank you card from Christy Willman, Lamar CISD, 2011 Administrator of the Year.

Old Business: None

New Business:

Motion One: Pat Crawford, President Elect, second by Bonnie Tomczyk, moved that TESA Travel Expense Voucher for 2011-2012 be set at \$75.00 for set functions per the TESA Reimbursement Guidelines. Motion carried.

Motion Two: Pat Crawford, President Elect, second by Janie Giddens, moved that the Standing Rules be changed, deleting the paragraph that states: First Vice President shall be sent by the Association to the NAEOP conference, effective 2012-2013. Motion carried.

PO Box 1565 Austin, Texas 78767-1565 Phone: 512.477.0724 Fax: 512.477.1848  
[www.tesastexas.org](http://www.tesastexas.org)



# 2011 SWC Board Orientation Meeting Minutes

- Motion Three: Dianne Lemons, Nomination Chair, second by Darcy Blackstock, moved that the President be authorized to sign the Votenet contract for the 2012 ballot. Motion carried.
- Motion Four: Jana Worthington, Fall Work Conference Chairman, second by Wendy Klentzman, moved that an Ad Hoc committee of three people be named to study the TESA office costs, explore options to reduce costs, and create a plan to move and/or close the office, if necessary. Motion carried.
- Motion Five: Fall Conference Committee (no second needed) moved that the 2011 Fall Work Conference budget be approved as presented. Motion carried.
- Motion Six: Fall Conference Committee (no second needed) moved that we contract with Black Diamond Jams for DJ services for the 2011 Fall Work Conference, at a rate of \$450, and authorize the signing of the contract. Motion carried.
- Motion Seven: Jana Worthington, Fall Work Conference Chairman, second by Wendy Klentzman, moved that we invite Allie Faye Matthews, NAEOP President, to attend the 2012 Summer Work Conference. TESA will cover hotel, and registration as well as the \$25 field service fee. Motion carried.
- Announcements: Fall Work Conference is November 4 – 6, 2011. Executive Board will meet on Thursday evening November 3, 2011.

President Sue Hand adjourned the TESA Executive Board Orientation Meeting at 10:48 a.m.

Submitted by:

Approved by:

Ruth Lyday

Ruth Lyday, CEOP  
TESA Secretary/Treasurer

Sue Hand

Sue Hand, CEOP  
TESA President 2011-2012

Date Approved: August 18, 2011

# TESA Board Orientation



1st row L-R: Darcy Blackstock, Dianne Lemons, Janie Giddens, Paula Lambright, Ruth Lyday, Pat Crawford, Sue Hand, Wendy Klentzman;

2nd row L-R: Bonnie Tomczyk, Gerald Wharton, Patti Walling, Wanda Honeycutt, Jana Worthington, Lisa Gonzalez and Robin Pool. All members came together at the Pearland Town Center in Pearland, Texas to catch a wave and dive into 2011-2012 TESA... An Ocean of Diversity.





## Texas Educational Support Staff Association, Inc.

### 2011 - 2012 STEM Sessions

September	District/Region	Class	Contact	Phone
09/17/11	Mesquite ISD	Effective Office Practices	Debbie Faires	972-882-7321
09/29/11	Spring Branch ISD	Managing Change	Becky Wuerth	713-464-1511 (ext. 2401)
<b>October</b>				
10/01/11	Mesquite ISD	Stress Management	Debbie Faires	972-882-7321
10/01/11	Mesquite ISD	Time Management	Debbie Faires	972-882-7321
10/06/11	Mesquite ISD	Professional Growth Plan	Debbie Faires	972-882-7321
10/15/11	Mesquite ISD	Assisting Difficult People	Debbie Faires	972-882-7321
10/27/11	Spring Branch ISD	Basic Communication	Becky Wuerth	713-464-1511 (ext. 2401)
10/27/11	Mesquite ISD	Telephone Skills	Debbie Faires	972-882-7321
10/29/11	Mesquite ISD	Interpersonal Communication	Debbie Faires	972-882-7321
<b>November</b>				
11/03/11	TESA Fall Work Conference	Stress Management	Wanda Honeycutt	713-449-5068
11/03/11	TESA Fall Work Conference	Leadership Skills & Team Building	Wanda Honeycutt	713-449-5068
11/03/11	TESA Fall Work Conference	Interpersonal Communication	Wanda Honeycutt	713-449-5068
11/03/11	TESA Fall Work Conference	Profile for Success	Wanda Honeycutt	713-449-5068
11/04/11	TESA Fall Work Conference	Assertiveness Training	Wanda Honeycutt	713-449-5068
11/04/11	TESA Fall Work Conference	Professional Image	Wanda Honeycutt	713-449-5068
11/04/11	TESA Fall Work Conference	Assisting Difficult People	Wanda Honeycutt	713-449-5068
11/04/11	TESA Fall Work Conference	Basic Communication	Wanda Honeycutt	713-449-5068
11/04/11	TESA Fall Work Conference	Managing Change	Wanda Honeycutt	713-449-5068
11/08/11	Mesquite ISD	Leadership Skills & Team Building	Debbie Faires	972-882-7321
11/17/11	Mesquite ISD	Customer Service	Debbie Faires	972-882-7321
11/17/11	Spring Branch ISD	Assisting Difficult People	Becky Wuerth	713-464-1511 (ext. 2401)
<b>December</b>				
12/01/11	Mesquite ISD	Rules for Spelling	Debbie Faires	972-882-7321
12/08/11	Spring Branch ISD	Professional Image	Becky Wuerth	713-464-1511 (ext. 2401)
12/10/11	Garland ISD	Basic Communication	Teena Hancock	972-487-4101
<b>January</b>				
01/12/12	Garland ISD	Assertiveness Training	Teena Hancock	972-487-4101
01/26/12	Spring Branch ISD	Interpersonal Communication	Becky Wuerth	713-464-1511 (ext. 2401)
<b>February</b>				
02/11/12	Garland ISD	Effective Office Practices	Teena Hancock	972-487-4101
02/23/12	Spring Branch ISD	Profile for Success	Becky Wuerth	713-464-1511 (ext. 2401)
<b>March</b>				
03/10/12	Garland ISD	Managing Change	Teena Hancock	972-487-4101
03/22/12	Spring Branch ISD	Effective Office Practices	Becky Wuerth	713-464-1511 (ext. 2401)
<b>April</b>				
04/19/12	Spring Branch ISD	Professional Growth Plan	Becky Wuerth	713-464-1511 (ext. 2401)
04/21/12	Garland ISD	Profile for Success	Teena Hancock	972-487-4101
<b>May</b>				
05/03/12	Garland ISD	Professional Image	Teena Hancock	972-487-4101

# Winning is a Habit!

Nelda Van Dyke, 1979-1980 TESA President

*"Winning isn't a sometime thing; it's an all the time thing. You don't win every once in a while; you don't do things right every once in a while; you do them right all the time. Winning is a habit."*

-- Vince Lombardi

This saying hangs on the wall of my grandson's insurance office. We mostly think of winning in sports, but it pertains to businesses and associations such as TESA and in every phase of our daily lives.

TESA has been a winner for 60 years! In 1951 the Texas bluebonnet was chosen as its flower and the colors were blue for loyalty and gold for education. A booted cowgirl doll was chosen as TESA's mascot and named TESA Texas. These have stood the test of time.

Membership is the backbone of any association. TESA has been blessed with very special people, dedicated and committed. These members are the very reason TESA continues to be a winner. From the beginning, TESA set out to reach its goals and to make TESA a professional organization to be recognized in the field of education. In the early years, TESA saved money in CDs to open a central office in Austin. This dream came true in 1978. Our central office is located in the TASA building. Before our central office, TESA officers kept their TESA materials in their homes and garages. This meant TESA materials and supplies were scattered all over Texas.

TESA wrote its code of ethics, adopted its philosophy and became a corporation. Many programs and benefits have been provided for its members such as:

- Scholarship funds
- Consultant Services

- Certification
- Area workshops
- Affiliate services
- Legislative consultants
- Fall Conference
- Summer Work Conference

With the support of superintendents, schools and universities, Staff Training for Effective Management (STEM), our outstanding professional growth program, and area workshops are "win-win" programs. Every year STEM graduates don their caps and gowns to receive their diplomas. This is a very moving and rewarding ceremony.

TESA has also received a great deal of national recognition including:

- Several national presidents
- Numerous national board and committee members
- Many first place awards for TESA's magazine
- Several honorees as National Secretary of the Year and Office Professional of the Year
- A Jackie Evans Distinguished Service Award Recipient
- Many PSP Program honorees

TESA is unique as it's the only educational support staff association in the State of Texas. The Texas Educational Support Staff Association, Inc. exists for the sole purpose of promoting growth and being a supportive professional on the education team for the education of our students. Policies and guidelines are updated to enhance the programs for its members.

TESA has many awards and scholarships to honor its members and affiliates including:



Nelda Van Dyke, "TESA Doll"  
1979-1980 TESA President

- Founders Scholarship
- Dr. Michael Zolkoski Technology Scholarship
- Lorene Roby Rogers Scholarship
- Spirit Award
- Newsletter Awards
- Yearbook Awards
- Administrator of the Year Award
- Nelda Van Dyke Award (Employee of the Year) Award

As we reflect on our beginning in 1951 and where we stand now 60 years later, may we continue to approach every opportunity with an optimistic and professional attitude. With integrity, we face changes in education and continue to remain loyal and trustworthy.

HOORAY!! TESA continues to make winning a habit!



# TESA Membership Application



## TESA...

## An Ocean of Diversity

**2011—2012  
MEMBERSHIP  
APPLICATION**

### TESA BENEFITS

- Affiliates and their districts for discounted fees for Affiliate Services presentations and Area Workshops
- National award winning The TESA Connection magazine published four times a year included in your membership dues
- Member discounted registrations fees for Summer Work Conference and Fall Work Conference
- Member scholarships-Lorene Roby Rogers Memorial Scholarship, Michael Zolkoski Technology Scholarship, and Founders' Scholarship
- Staff development through one day Area Workshops, STEM classes, Affiliate Services presentations, state conferences
- Retirees discounted membership
- Networking opportunities with others in education from all across the state.
- Legislative proceedings and updates relating to education



### Texas Educational Support Staff Association, Inc. Membership Application

Last Name	First Name	MI	Member #
Address			City/State/Zip
Daytime Phone	Evening Phone	Email Address	
Employed by		Local TESA Affiliate	
<input type="checkbox"/> New Membership \$35	<input type="checkbox"/> Renewal \$35	<input type="checkbox"/> Associate \$35	<input type="checkbox"/> Retired \$17.50
Name Change/Address Change information _____			
<input type="checkbox"/> Elementary	<input type="checkbox"/> Secondary	<input type="checkbox"/> Higher Education	
<input type="checkbox"/> Administrative	<input type="checkbox"/> Education Service Center	<input type="checkbox"/> Other	
Referred by _____			
Are you a member of NAEOP? <input type="checkbox"/> Yes <input type="checkbox"/> No			

**Complete form and mail with your payment to**

**TESA, P.O. Box 1565, Austin, TX 78767**

**Renew online at [www.tesatexas.org](http://www.tesatexas.org)**

Dues paid to Texas Educational Support Staff Association, Inc. are not tax deductible as charitable contributions for federal income tax purposes. However, they may be tax deductible as an ordinary and necessary business expense. Consult your tax advisor.

### 2011-2012 TESA Membership Council Committee

**Patti Walling - 2nd Vice President  
Membership Chairperson**  
San Jacinto College  
patti.walling@sjcd.edu

**Irma Garcia  
Elementary Council**  
Rio Grande City CISD  
pandepolvo@yahoo.com

**Helen Kettler  
Higher Education Council**  
Alvin Community College  
hkettler@alvincollege.edu

**Cindy Bright  
Administrative Council**  
Brownsboro ISD  
brightc@brownsboro.k12.tx.us

**Karen Turner  
Secondary Council**  
Lubbock ISD  
kturner@lubbockisd.org

**Peggy Churchman  
ESC Council**  
Region 7 ESC  
pchurchman@esc7.net



# TESA Scholarship Donation Form

## TESA SCHOLARSHIP DONATION FORM

TESA Central Office Scholarship Committee Chairman  
P.O. Box 1565 - Austin, TX 78767-1565

Name: \_\_\_\_\_  
Association: \_\_\_\_\_  
Address: \_\_\_\_\_  
City/St/Zip: \_\_\_\_\_

Check one: ☐ Lorene Roby Rogers Memorial Scholarship Fund  
☐ Dr. Michael Zolkoski Technology Scholarship Fund  
☐ Founders Scholarship Fund

Check one: ☐ Individual Amount: \$ \_\_\_\_\_  
☐ Local Association Amount: \$ \_\_\_\_\_  
☐ State Association Amount: \$ \_\_\_\_\_

Donation is made in memory/honor of: \_\_\_\_\_

Notification should be sent to:

President's Name: \_\_\_\_\_  
Association: \_\_\_\_\_  
Address: \_\_\_\_\_

### LORENE ROBY ROGERS MEMORIAL SCHOLARSHIP

The Texas Educational Support Staff Association established a memorial fund to Mrs. Lorene Roby Rogers after her death December 31, 1969, as contributions were received in her memory by our organization. The general assembly of TESA voted in May 1970 to establish a permanent fund to be named the Lorene Roby Rogers Memorial Scholarship Fund for a secretary, clerical or instructional assistant in education to continue her education.

### DR. MICHAEL ZOLKOSKI TECHNOLOGY SCHOLARSHIP

In June 1996, the Texas Educational Support Staff Association established the Dr. Michael Zolkoski Technology Scholarship. This scholarship is for TESA members who would like to take computer enrichment classes.

Dr. Zolkoski's commitment to TESA has been without precedent and exemplifies the spirit of TESA. This scholarship fund has been established to honor Dr. Zolkoski's efforts to enhance the paraprofessionals' knowledge of technology.

### FOUNDERS SCHOLARSHIP

In April 2006, the Texas Educational Support Staff Association established the Founders Scholarship. This scholarship was created to honor past TESA leaders and members who laid the foundation for this association. This scholarship is for children, grandchildren, and great-grandchildren of active TESA members. Recipients must be graduating high school seniors.



Insert  
Photo  
Here

## Texas Educational Support Staff Association, Inc.

### Volunteering for TESA for 2012-2013

TESA needs candidates who are enthusiastic about the association, have effective leadership qualities, and are interested in serving as an officer or on a committee. Please complete the following questionnaire and return by October 28, 2011 to Mesquite ISD, Attn: Dianne Lemons, Nominations Committee, 405 East Davis, Mesquite, TX 75149, dlemons@mesquiteisd.org. Committee Members: Linda Sockwell, Gerald Wharton, Pat Crawford.

#### Please Print or Type Form

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/Zip: \_\_\_\_\_

District/College/University: \_\_\_\_\_ ESC#: \_\_\_\_\_

Current Job Position (District/College/University): \_\_\_\_\_

Home Phone: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Fax: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Number of Years TESA Member \_\_\_\_\_

I would prefer to be contacted or receive information at ☐ home address ☐ work address.

I would like to serve TESA because: \_\_\_\_\_

\_\_\_\_\_

I would bring the following expertise to TESA: \_\_\_\_\_

\_\_\_\_\_

#### **Favorite Quote:**

\_\_\_\_\_

\_\_\_\_\_

I would be interested in serving:

☐ On a committee (specify) \_\_\_\_\_

☐ As a committee chairman (specify) \_\_\_\_\_

☐ As an elected officer (specify) \_\_\_\_\_

# TESA Nomination



## Volunteering for TESA for 2012-2013 (Continued)

### TESA Events Attended

	Number	Date	
Area Workshop	_____	_____	<i>Please enter the number of events attended and the date of the most recent.</i>
Summer Work Conference	_____	_____	
Fall Work Conference	_____	_____	

### TESA Committee(s) Served

Year	Committee Name	Year	Committee Name
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

### TESA Committee(s) Chaired

Year	Committee Name	Year	Committee Name
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

### TESA Office(s) Held – Elected and Appointed

Year	Position Name	Year	Position Name
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

### NAEOP Office(s) Held and Committee(s) Chaired and/or Served

Year	Committee Name	Year	Committee Name
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

### Staff Training for Effective Management (STEM)

	Yes or No		Yes or No
Training Started?	_____	Completed?	_____



## Volunteering for TESA for 2012-2013 (Continued)

### Travel Information

Once elected and traveling for TESA would you most likely drive or fly? \_\_\_\_\_

In flying, which airport is most acceptable to you? \_\_\_\_\_

### Supervisors

Superintendent/President/Chancellor/ESC Director: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Immediate Supervisor: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Additional Supervisor: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

**Please complete and forward the entire form no later than October 28, 2011 to:**

**Mesquite ISD  
Attn: Dianne Lemons  
Member-At-large (Nominations)  
405 East Davis  
Mesquite, TX 75149**

**Phone: 972-882-7320**

**Fax: 972-882-7382 dlemons@mesquiteisd.org**

# 2011 TESA Fall Work Conference

## Ride the Waves of Change



2011 TESA Fall Work Conference  
November 4-6, 2011  
Embassy Suites ~ San Marcos, Texas

Join us for the 62nd TESA Fall Work Conference in beautiful San Marcos, Texas. Our theme for this conference is “Ride the Waves of Change.” Change is all around us, and this conference is no exception. As you read through the registration materials, you will see some changes in our conference format. There are also surprises that await conference participants.

Can you imagine how exciting it was at that first gathering of school secretaries from across Texas? And here we are all those years later, a respected organization for educational support staff. Almost everything has changed since those first days except the goal of excellence as we serve the students of Texas.



### S C H E D U L E

#### Thursday, November 3, 2011

STEM Sessions

9:00 a.m. to 4:30 p.m.

(An inexpensive lunch will be available in the hotel both days)

#### Friday, November 4, 2011

STEM Sessions

9:00 a.m. to 4:30 p.m.

Registration Opens

11:00 a.m. to 5:00 p.m.

Exhibit Hall Opens

11:00 a.m. to 5:00 p.m.

STEM Sessions

1:30 p.m. to 4:30 p.m.

Extended Session

1:30 p.m. to 4:30 p.m.

Sing-Along Movie Night

7:00 p.m. to 9:00 p.m.

#### Saturday, November 5, 2011

Registration Opens

8:00 a.m. to 9:00 a.m.

Exhibit Hall Opens

8:00 a.m. to 5:00 p.m.

General Session and Business Meeting

9:00 a.m. to 11:30 a.m.

Keynote Speaker: Dr. T. Richard Cheatham, Texas State University

Picnic with the Prez

11:30 a.m. to 12:30 p.m.

Afternoon of Training

Session I

12:30 p.m. to 2:00 p.m.

Break

2:00 p.m. to 2:30 p.m.

Session II

2:30 p.m. to 4:00 p.m.

Luau and Dance

6:00 p.m. to 10:00 p.m.

#### Sunday, November 6, 2011

Closing Session

9:00 a.m. to 11:00 a.m.

Panoramic Photo

Jazz Ensemble ~ Texas State University



# 2011 TESA Fall Work Conference

## The Choice is Yours . . .

### *Picnic with the Prez*

#### Menu A

Smoked Turkey Breast and  
Swiss Cheese Croissant  
with lettuce and tomato  
Chips  
Fruit Salad  
Cookie



#### Menu B

Roast Beef and Provolone  
Cheese on Ciabatta Bread  
with lettuce and tomato  
Chips  
Fruit Salad  
Cookie

### *Luau Banquet*

Both menus will start with Spinach Salad with Dried Cranberries and Almonds

#### Menu A

Seared Mahi Mahi with  
Pineapple Chutney  
over Rice Pilaf and  
Steamed Vegetable Medley  
Dessert



#### Menu B

Center Cut Pork Chop with  
Ancho Chili Glaze  
Garlic Mashed Red Potatoes  
and Asparagus  
Dessert

### Host Hotel

Embassy Suites San Marcos  
1001 East McCarty Lane  
San Marcos, Texas 78666  
(512)392-6450 or  
1-800-EMBASSY

Ask for the TESA Fall  
Conference Rate when  
calling to make your  
reservation.

Conference Rate is  
\$128.00  
(single, double, triple, quad)  
which includes cooked to  
order breakfast, a manager's  
reception each evening, and  
every room is a suite at  
Embassy.

### Highlights

**Movie Night** ~ Sing along with Mamma Mia! and your TESA friends! This will be a night to remember. Snacks that will take you back in time to slumber parties, a dance contest, and memories of a great time together are all on the agenda for Friday night.

**Keynote Speaker** ~ Dr. T. Richard Cheatham will begin our day on Saturday. He is a professor of Communication Studies at Texas State University San Marcos. He recently retired as dean of the College of Fine Arts and Communications after serving for 26 years. Dr. Cheatham is well published in the subject of communication, and we are very excited to hear from him.

**Luau and Dance** ~ Break out your tropical outfit and join us on Saturday night. After a wonderful meal, we will dance the night away. Look for several surprises that night as well.  
*Don't miss the fun!*

**Panoramic Photo** ~ Be a part of history as we capture the last group of attendees at a TESA Fall Conference. Wear any TESA shirt you have as we stand united as a proud organization.

**Jazzy Ending** ~ The Jazz Ensemble from Texas State University will be performing for us as we close the 62nd Fall Work Conference.  
It is sure to be a treat!

### Training Schedule

The biggest change to this conference is the absence of breakout sessions. There will be one extended session available on Friday afternoon, and three hours of STEM credit will be awarded for this session.

On Saturday afternoon, we will have two different training sessions. The first half will be presented by Pam Wilson from 3M Corporation and Monica Jones from Esselte Corporation. They bring a wealth of knowledge including filing tips, office efficiency, and ergonomics.

*Break time holds a surprise ~ do not miss it!*

We will end the day with Debbie Wade so you know we will be in for an enlightening time!

STEM credit of 3 hours will be available to those who attend both afternoon sessions on Saturday.

### Watch the Web

More conference details are available at [www.tesatexas.org](http://www.tesatexas.org) and emails will be sent to active members as well. Make sure your membership profile is up to date with your current email address.

# 2011 TESA Fall Work Conference



**Texas Educational Support Staff Association  
2011 Fall Work Conference  
November 4-6, 2011  
Registration Form**

Member # \_\_\_\_\_ 1<sup>st</sup> FWC ☐ Retired ☐

Last Name \_\_\_\_\_ First Name \_\_\_\_\_

Name on Badge \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Home E-Mail \_\_\_\_\_

Office Phone \_\_\_\_\_ Office E-Mail \_\_\_\_\_

Fax \_\_\_\_\_ Employer \_\_\_\_\_

## Registration Packages

Option I is all inclusive which includes Picnic with the Prez and Luau Banquet, but you must make menu choices in order to receive the tickets.

	Menu Choices			
Picnic with the Prez	A	<input type="checkbox"/>	B	<input type="checkbox"/>
Luau Banquet	A	<input type="checkbox"/>	B	<input type="checkbox"/>

*\*\* Special Dietary Plates Available\*\**

		Select			
Option I – All Inclusive	\$185	<input type="checkbox"/>			\$
Option II – Registration Only No meals included	\$125	<input type="checkbox"/>			\$
Non-Member Registration	\$250	<input type="checkbox"/>			\$
STEM Only – Registration	\$ 30	<input type="checkbox"/>			\$
Picnic with the Prez only	\$ 40	<input type="checkbox"/>	A <input type="checkbox"/>	B <input type="checkbox"/>	\$
Banquet only	\$ 60	<input type="checkbox"/>	A <input type="checkbox"/>	B <input type="checkbox"/>	\$
<b>TESA Membership Renewal</b>	<b>\$35</b>	<input type="checkbox"/>	<b>2011-2012 Membership</b>		<b>\$</b>

**Registration Sub Total**

\$

## Extended Breakout Session

**Friday November 4, 2011**

1:30 p.m. – 4:30 p.m.

Positive Ways to Thrive During Change  
*Ticket required to enter this session – no fee*

Select

☐

# 2011 TESA Fall Work Conference

Name \_\_\_\_\_

## 2011 FWC STEM Registration

Thursday November 3, 2011	STEM Sessions	Fee	Select	Amount
9:00 a.m. – 4:30 p.m.	Interpersonal Communication	\$45	<input type="checkbox"/>	\$
9:00 a.m. – 4:30 p.m.	Profile for Success	\$45	<input type="checkbox"/>	\$
9:00 a.m. – 12:00 Noon	Stress Management	\$35	<input type="checkbox"/>	\$
1:30 p.m. – 4:30 p.m.	Leadership Skills/Team Building	\$35	<input type="checkbox"/>	\$

Friday November 4, 2011	STEM Sessions	Fee	Select	Amount
9:00 a.m. – 4:30 p.m.	Managing Change	\$45	<input type="checkbox"/>	\$
9:00 a.m. – 4:30 p.m.	Basic Communication	\$45	<input type="checkbox"/>	\$
9:00 a.m. – 4:30 p.m.	Assisting Difficult People	\$45	<input type="checkbox"/>	\$
9:00 a.m. – 12:00 Noon	Assertiveness Training	\$35	<input type="checkbox"/>	\$
1:30 p.m. – 4:30 p.m.	Professional Image	\$35	<input type="checkbox"/>	\$

**STEM Session Sub Total** \$

\*\* STEM Only Registration cost is \$30 (Complete on first page)

## Method of Payment for 2011 Fall Work Conference

### No Purchase Orders

Please select your method of payment and include with a copy of your completed registration

Mail to: **TESA, PO Box 1565, Austin TX 78767**

*Registration cannot be completed until registration form and payment have been received by the TESA office.*

Check # \_\_\_\_\_ Make checks payable to TESA  
Credit Card    MasterCard ☐    Visa ☐    Discover ☐    American Express ☐    Other ☐

***There will be a \$5.00 processing fee on all credit card payments***

Name on card: \_\_\_\_\_

Card #: \_\_\_\_\_      Expiration: \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_

Signature: \_\_\_\_\_

Registration Sub Total	\$ <input type="text"/>
STEM Session Sub Total	\$ <input type="text"/>
Credit Card Processing Fee (\$5.00)	\$ <input type="text"/>
Late Registration Fee After October 14, 2011 (\$30.00)	\$ <input type="text"/>
Late STEM Fee After October 14, 2011 (\$15.00)	\$ <input type="text"/>
<b>Grand Total for 2011 FWC Registration</b>	\$ <input type="text"/>

Conference registrations will not be accepted after October 24, 2011 at the TESA office.

On-site registration only after that date.

STEM cancellation request must be received in writing at the TESA office and postmarked by October 19, 2011 to be entitled to a refund. **STEM refunds are subject to a \$30 cancellation fee.**

Conference Refund policy: Cancellation request must be received **in writing** at the TESA office and **postmarked by October 19, 2011** to be entitled to a refund. **Refunds are subject to a \$30 administration fee.**  
No refunds for no-shows. Late fee of \$30 for **ALL** registrations postmarked after October 14, 2011.

# Awards / Scholarship / Journalist Committee



## Texas Educational Support Staff Association, Inc. Awards / Scholarship / Journalist Committee

TESA offers several opportunities for *TESA Members, Administrators and children/grandchildren of TESA Members* to receive scholarships and/or awards. *In addition*, it also offers *YOUR* association opportunities to shine with your Newsletters, Yearbooks and submission of Spirit items.

							
Dr. Michael Zolkoski Scholarship	Founders Scholarship	Lorene Roby Rogers Scholarship	Administrator of the Year Award	Nelda Van Dyke Award	Newsletter of the Year Award	Yearbook Award	Spirit Award
<i>TESA Member</i>	<i>Graduating Seniors</i>	<i>TESA Member</i>	<i>Belonging to TESA affiliate</i>	<i>3 year TESA Member</i>	<i>Current Affiliates</i>	<i>Current Affiliates</i>	<i>Current Affiliates</i>

For information regarding descriptions, qualifications, and guidelines on any of the above, please feel free to contact one of the committee members or visit the TESA website at:

[www.tesatexas.org](http://www.tesatexas.org)

<b>Lisa E. Gonzalez, CEOP, Chairman</b> Donna ISD P.O. Box 324 Donna, TX 78537 Phone: (956) 464-1600 E-mail: <a href="mailto:lgonzalez@donnaisd.net">lgonzalez@donnaisd.net</a>	<b>Lynn Andrews</b> Irving ISD 2621 W. Airport Freeway Irving, TX 75062 Phone: (972) 600-5228 E-mail: <a href="mailto:lynnandrews@irvingisd.net">lynnandrews@irvingisd.net</a>
<b>Linda Brewer, CEOP</b> Channelview ISD 828 Sheldon Channelview, TX 77530 (281) 860-3800 E-mail: <a href="mailto:linda.brewer@channelview.isd.esc4.net">linda.brewer@channelview.isd.esc4.net</a>	<b>Deana Ross</b> Comal ISD 1404 IH 35 North New Braunfels, TX 78130 Phone: (830) 221-2109 E-mail: <a href="mailto:deana.ross@comalisd.org">deana.ross@comalisd.org</a>



## General Election 2012



Gerald Wharton  
TESA Legislative Consultant

Texas is facing a very interesting situation with the governor and the lieutenant governor running for the nomination to US offices, president and senator, respectively. Mr. Perry wants to be President and Mr. Dewhurst wants to replace retiring Senator Hutchison. If Mr. Perry and Mr. Dewhurst are nominated to run for national of-

fices, and win their elections, who will govern Texas? The Texas Senate will determine both vacancies. First, they will name a new lieutenant governor who will automatically become the governor. This will then leave the lieutenant governor's position vacant, again. The Senate will then name a new lieutenant governor. The new governor and lieutenant governor are likely to be sitting Texas senators. A recent news article indicated that members of the Texas Senate are forming a plan to ensure that only the majority party members will decide these replacements, if

needed, via a caucus. The caucus will vote over and over until a single candidate emerges. That candidate will then be brought before the Texas Senate for approval. The majority wants this system as they fear a split in the majority party would give the minority party an opening to influence the decision. It is a very long, long time until the general elections, November 2012. We will all have to wait and see if these important positions will be filled by the Texas Senate.

## 82nd Legislative Session and the First Called Special Session – RECAP

I provided information regarding the two primary pieces of legislation, in the previous Texas Connection. HB 1, Appropriations for the 2012-2013 Biennium appropriated \$49.6 billion in total funds to TEA. A reduction of \$4 billion to the Foundation School Program and another reduction of \$1.3 billion to special program funding presented school districts, colleges, and universities with budgeting deficits. SB 1, State fiscal matters including school finance, passed in the Special Session, giving school districts, colleges, and universities tools to save funding by allowing TEA to defer payments to districts; changes in formula for setting minimum salary schedules, etc. While SB 8, Flexibility in management and operations allowed for salary reductions and furloughs, as a means to save money, as well as other avenues to curtail expenses and guidance for declaring financial exigency. This is the mechanism to have a Reduction in Force (RIF) or lay off contracted employees.

Our legislators brought forth hundreds of pieces of legislation. Only a small portion were actually acted on and voted up or down. Of those 126 bills passed and 11 bills failed, related to education. I will highlight a few of those bills that passed and became effective immediately on September 1, 2011:

HB 252, Exemption from ad valorem taxation – Requires applicants for residence homestead exemptions to provide a driver's license or state issued identification and a copy of a vehicle registration to apply for this exemption.

HB 359, Corporal punishment in schools – Defines corporal punishment, allows district to adopt policy for the use of corporal punishment and allows parents to provide written statements each year prohibiting the use of this punishment for their student.

HB 675, Football helmet safety requirements –

Prohibits use of helmets 16 years old and older; helmets that are 10 years old must be reconditioned at least once every two years.

HB 1061, Investment authority – Extends to September 2019 the ability of TRS to delegate to external investment authority over a portion of the assets of the Retirement Trust fund to external managers. Also, provides additional flexibility with the TRS investment portfolio.

HB 1224, Expulsion involving a computer – Allows school districts to expel a student who breaches computer security.

Watch for the next edition of the TESA Connection for other legislative actions. Visit the Texas Legislature On-line, [www.capitol.state.tx.us](http://www.capitol.state.tx.us), for more detailed information regarding these and other pieces of legislation.

# 2011-12 TESA Budget

Revenue Source	2011-2012
Summer Work Conference	40,000
STEM	60,000
Fall Work Conference	25,000
Affiliate Services	2,000
Member Dues	36,000
Affiliate Dues	1,200
Area workshops - registrations	1,000
Sales - pens/patches/novelties	200
Advertising	300
Interest income	0
Fee income - MBNA	750
Miscellaneous income	3,000
<b>Total Budgeted Revenue</b>	<b>169,450</b>
Expense Source	2011-2012
Summer Work Conference	25,000
STEM	23,000
Fall Work Conference	15,000
Area workshops - expenses	500
Affiliate Services	500
Salaries & wages	25,500
Employee P/R taxes/Retirement	
P/R taxes - \$3000	3,000
Retirement - 0	
Insurance - employee health	
Insurance - workers comp.	300
President	3,000
President-elect	1,500
Secretary/treasurer	50
Board Travel	12,000
NAEOP Conference	4,000
NAEOP Officer/Marion Wood	300
NAEOP Officer Travel - \$250	
Marion Wood Scholarship - \$50.00	
Nominating/Election Verification	2,200
Votenet - \$2,200	
Membership expenses	500
Magazine/newsletter	15,000
Content/Bond Insurance	850
Content Insurance	
Bond Insurance	
Capital outlay	
TASA/NAEOP Affiliation	450
TASA - \$250	
NAEOP - \$200	

C/O expense/Stationary/PO Rental	3,800
Central Office expense - \$1,500.00	
Stationary - \$1000	
P O Box Rental - \$200	
Rent - Office	9,500
Rent - equipment	3,600
Bank/credit card fees	3,000
Employee training	400
Audit & accounting	4,000
Marketing Committee/Booth	
Website maintenance	3,200
Telephone	2,000
Postage	2,500
Property/Sales Tax	500
Property - \$250.00	
Sales - \$250.00	
Repairs & maintenance	2,500
Novelties - TESA pins/patches	50
Miscellaneous expenses	800
Miscellaneous expenses	
Awards/Scholarship	
<b>Total Budgeted Expenses</b>	<b>168,500</b>



## Military Appreciation Event

Help military families stay connected

Nominate a soldier to win one of 250 free PCs from Dell.

Now through Veterans Day, 11/11/2011

<http://app.dellhome.usa.dell.com/military/signup.cfm>

## Richardson Educational Support Staff Association (RESSA)

The Richardson Educational Support Staff Association (RESSA) kicks off each year with a Summer Retreat. This year is no exception! The enthusiasm from the board was contagious! Meetings, fundraisers, speakers and service projects quickly filled the calendar.

The RESSA Board consists of 23 members who meet monthly. Our total membership is normally around 250. We offer a small personalized gift with each membership as a thank you, and a small incentive to join our organization. This year's gift is a small pocket size notebook with our logo and an assortment of sticky notes. Our general meetings occur four times a year, with interesting guest speakers scheduled for each meeting. The first general meeting is in September. The Dallas Police Department will present this month's program, entitled "Self Defense 101", and Staff Development credit is available for attending this and all other RESSA meetings. Of course, we have to have door prizes!!

We usually have one big fundraiser each year, and have had great success in the past by selling prepared frozen entrees, sides and desserts. We decided to continue what has become a tradition again this year. The money raised from this fundraiser provides scholarships to RESSA members or their children who are seeking a

higher education. This past year RESSA awarded six \$1,000 scholarships.

Service projects are also an important part of RESSA. Our Special Projects committee has been busy all summer finding the perfect projects for our organization. One project will be a continuation of several years, which is a Toy Drive for some of our elementary schools; another is a clothing drive that also benefits RISD students. I have a feeling these ladies will also have a third project for us in the Spring!

What is an organization without a little socializing? The RESSA board will get together for a holiday dinner and gift exchange in December. Our largest social event is for our bosses in late February! It is an evening to honor our bosses. RESSA awards include Administrator of the Year, Rookie Administrator of the Year, and

RESSA Member of the Year. It is fun and fellowship at its finest!

I think the key to our success is our communication. We have an interesting and informative newsletter distributed to our members a week before each general meeting. An outstanding RESSA member, Pat Crawford has put together our newsletter for the past two years. Pat is the TESA President-Elect! We are proud and excited about her leadership role in such an awesome organization.

Our summer retreat set the ball rolling for all of these activities I have talked about in this article. This year's theme is, "RESSA ....A Brighter Future". I know that with the help of our amazing board and RESSA members, we will have, and help others to have, a brighter future.

*Tracey Fincik, Jennifer Anschutz, Christine Tobin, Judy Whitenton*  
*Jennifer Anschutz is attending UT Dallas and is working towards her Bachelor's Degree in Psychology. Jennifer is the daughter of Beth Anschutz, secretary at Apollo Jr. High.*



RESSA Board at Summer Retreat



President Elect Kathy Smith and Sandy Dunklin, Hospitality at RESSA Board Retreat



## *Mesquite Educational Paraprofessional Association (MEPA)*



*Front Row: President, Sandy Salazar; Historian, Paula Lambright; President-Elect, Jennifer Lamb; Middle Row: Parliamentarian, Dianne Lemons; 1st VP Programs, Darla Forsyth; Back Row: Treasurer, Marsha Baker; 2nd VP Membership, Cris Hays; Secretary, Regina Robinson*

Mesquite Educational Paraprofessional Association (MEPA) would like to wish everyone a fun, fantastic year! MEPA has started off great with over 300 members at the present time and still growing. We have plans for Staff Development and Breakout Sessions for our members to enjoy and take advantage of all the extra learning opportunities throughout the school year.

My theme for MEPA this year is "Taking Care of Students MEPA Style with Care, Love and Understanding". At our Annual Kick -Off Meeting, we had 404 district paraprofessionals in attendance. It is always an honor to hear motivational words from our Superintendent, Dr. Linda Henrie and our Staff Development Administrative Officer, Dr. Karen Nix. They both shared with us how to be as professional as possible while preserving the principle of our district goals and our MEPA theme. I shared this statement at our meeting and still continue to encourage our members to practice our theme by "Treating each student like you would like your own child to be treated; with Care Love and Understanding."

Best Wishes Always,

Sandy Salazar  
MEPA President, 2011-2012

### *Rio Grande Valley Educational Support Staff Association (VESA)*

#### VESA starts the year off with new leadership!

Our new President, Ofelia Barrón, welcomed the members back not only to VESA, but to another school year. For those that were present for the first time, she extended a special invitation to them to become part of the VESA family and grow professionally and develop long lasting friendships.

She stated that she was excited and nervous about starting her first term as President for VESA. She said that she had “big” shoes to fill, but felt very confident that with the help and support of the Executive Board and all the VESA members, we will keep VESA moving forward. She asked members for their continued support and patience as we start this year, as we have a new Executive Board...some with experience, others just starting. However, we are all working for one common goal....that of the betterment of VESA. President Barrón chose as her theme “*VESA Reaching for the Stars.*” She extended a challenge to all of the members to go out and recruit at least one new member this year... invite a co-worker, a friend, anyone who works within your school district to join VESA. She reminded us that this is our organization, and as such, we need to get involved, make suggestions, give ideas, learn, but most importantly....participate. Each one of us plays an integral part in the association, and as long as we work as a team, VESA will “Reach the Stars” and shine!

Our first meeting of the year was held on September 08, 2011 and was hosted by the Donna ISD VESA members. Our speaker for the evening was Marie L. Evans, Career & Technology Supervisor. She spoke to us on Professional E-mail Etiquette and also about being cautious with all the social networks out there. Our October meeting will take our travels down to Rio Grande City, TX where our meeting will be hosted by the Rio Grande City CISD VESA members.





# Affiliate Services

**Book A Staff Development Session  
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Sessions available include, but not limited to:**

**Customer Service**

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**Stress Relief**

**Basic-Inter-Advanced-Tips**

**Organization**

**Custom made presentations**

**Telephone Skills**

**How to Dress for Success**

## **Affiliated Services Committee**

**Bonnie Tomczyk**

**Killeen ISD**

**bonnie.tomczyk@killenisd.org**

**Barbara Jennings**

**Retired**

**barbojennings@yahoo.com**

**Elizabeth Cormier**

**Channelview ISD**

**Elizabeth.Cormier@channelview.isd.esc4.net**

Application for affiliation can be found on the website: [www.tesatexas.org](http://www.tesatexas.org) under the Affiliate Services Tab.

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Forms \*

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Tri- folds / Letterheads \*

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**Contact:**

Marc Johnson E: [mjohnson@fwpromo.com](mailto:mjohnson@fwpromo.com)

John Howard E: [jhoward@fwpromo.com](mailto:jhoward@fwpromo.com)

Bryant Williams E: [bwilliams@fwpromo.com](mailto:bwilliams@fwpromo.com)



TESA  
2011-2012

An Ocean of Diversity

## ***TESA 2012 SUMMER WORK CONFERENCE***

***OMNI SAN ANTONIO AT THE COLONNADE***

***9821 COLONNADE BOULEVARD***

***SAN ANTONIO, TX 78230***

***JUNE 19-22, 2012***

We invite you to join us on our “surfing safari” to the fabulous city of San Antonio, TX. Join us as we celebrate the many diverse personnel support positions in Texas. We will “hang loose” at the beautiful Omni San Antonio at the Colonnade, June 18-22, 2012, with “wooka” room rates of \$99.

There will be “wowza” STEM and Breakout Sessions, “slammin” shopping opportunities and “railer” landmarks (new and historical) to explore.

More information will be released as we progress in our planning. Grab your Malibu board and set your “woody” for San Antonio for a “grand” good time.

### **2012 Summer Work Conference Committee:**



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