

VOLUME LXIV, NUMBER 1 - FALL 2013

the TESA CONNECTION

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



Patti A. Walling, President 2013-2014

President's Message



Patti A. Walling
President

It is such an honor and unbelievable privilege to begin my year as TESA President 2013-2014. I am totally committed to carrying on the awesome tradition of the wonderful TESA Past Presidents. The hard work, attitude, and enthusiasm of the 2013-2014 Executive Board and Committees will serve as the shining examples to the membership and propel our organization to the continued success that we have enjoyed for the past 62 years! In particular, President Elect, Debbie McFadden, and I have already been organizing and planning strategies for the upcoming year for several months.

I have chosen for my TESA logo this year, a motorcycle which represents the all-important "Ride to Professional Success". Also there is a pink rose that will serve to remind us that while on our journey, we must be ever mindful to "stop and smell the roses" and enjoy the work that we do. My primary goal for this year is to incite enthusiasm for this fabulous organization --- we are going to "rev it up." I want to help our members to truly profit from being a member, and assist them in being able to fully realize their potential and move forward to achieve their professional goals. Always remember that each of you is the very best advertisement and recruitment tool for our organization; your enthusiasm will be contagious with your co-workers. I hope you attended our fabulous TESA Summer Work Conference in June, 2013! If you did, talk about what you experienced -- the benefit of the STEM classes and breakout sessions, and the lifelong friends that you have made. Also, I truly believe that you will receive from TESA what you are willing to give to TESA. My wish for each of you is that you decide right now what exactly you want to gain from this amazing organization, and "turn up the volume" on your involvement to accommodate -- it will come back to you ten-fold!

If you want to get involved, but are not quite ready for being on a committee or running on the ballot for a TESA officer position, please take a look and consider filling out the Assisting TESA in 2014-2015 form on page 26 of this magazine.

Welcome to a wonderful new year with TESA, and I look forward to moving TESA along as we "Ride Together to Our Professional Success!"

Patti A. Walling

TESA President 2013-2014



Letter from the Editor & Table of Contents

From the Editor

What a wonderful year this will be under the direction of TESA President Patti Walling and President Elect Debbie McFadden. Patti and Debbie started the year at board orientation in June while at Summer Conference. We shared plans, goals and ideas for TESA in the coming year. We hope to be sharing a lot of those with you this year in the TESA Connection. Also the board had a mini retreat in August to get to know each other better. We had a great time in Kyle and learned a lot about each other that will help us serve you better.

The TESA Connection team members

are Robin Pool, assistant editor, Dolores Robinson, advertising manager, and I, as editor. Our goal this year is to provide you with four issues, two online and two printed that will help lead you along your "Ride to Professional Success." We hope to help with professional learning through our STEM program and, you will find the calendar in the Connection. If you or someone you know would like to write a feature article or one highlighting your local affiliate association for one of the three remaining issues, please contact me or Robin Pool.

If you have a vendor(s) at your school or

college that you use extensively, please consider asking them to advertise in the TESA Connection. If you know of any business that might be interested, please contact Dolores Robinson, she will be more than happy to send information on the prices and sizes of ads as well as deadlines.

Additionally, your questions and comments are important to us in order to provide the best magazine possible. Please let us hear from you.



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2013-2014 TESA Executive Board



Patti A. Walling
President

San Jacinto
College District



Debbie McFadden
President Elect

University of
Houston-Clear Lake



Bonnie Tomczyk
1st Vice President

Killeen ISD



Lisa Gonzalez
2nd Vice President

Donna ISD



Dianne Lemons
Secretary/Treasurer

Mesquite ISD



Marie Enax
*Member-at-Large
Affiliate Services Chairperson*

Lamar CISD



Lynn Andrews
*Member-at-Large
Area Workshops Chairperson*

Irving ISD



Teena Hancock
*Member-at-Large
Awards/Scholarship/Journalism*

Garland ISD



Helen Kettler
*Member-at-Large
Nominations Chairperson*

Alvin Community
College



Pat Crawford
Immediate Past President

Richardson ISD



Sue Hand
Parliamentarian

Lamar CISD



Shirley Haswell
STEM Chairperson

Retired



Paula Lambright
Web Advisor

Mesquite ISD



Darcy Blackstock
Summer Work Conference

Channelview ISD



Gerald Wharton
Legislative Consultant

Grapevine-Colleyville ISD



Melissa Davis
Administrative Assistant

TESA Central Office



2013-2014 Committees



Nominations Committee

Sue Hand, Lamar CISD; Helen Kettler, Alvin Community College; Debbie McFadden, University of Houston-Clear Lake; Gerald Wharton, Grapevine-Colleyville ISD



Membership Committee

Tina Martinez, Killeen ISD; Wanda Honeycutt, Retired; Lisa Gonzalez, Donna ISD; Barbara Johnson, Lamar CISD; not pictured Bettye Ruth Wilson, Lubbock ISD



Affiliates Services Committee

Deana Ross, Comal ISD; Kristin Hiney, Mesquite ISD; Marie Enax, Lamar CISD



Area Workshop Committee

Jennifer Baggett, Mesquite ISD; Lynn Andrews, Irving ISD; not pictured Yolanda Ayala, Galena Park ISD



Awards/Scholarship/Journalism Committee

Teena Hancock, Garland ISD; Ofelia Barron, Donna ISD; not pictured Donna Sears, Cedar Hill ISD



STEM Committee

Shirley Haswell, Retired; Debbie Wade, Retired; Sandra Curry, San Jacinto College



Summer Conference Committee

Mary Flores, Killeen ISD; Jennifer Lamb, Mesquite ISD; Sherry Gray, San Jacinto College; Darcy Blackstock, Channelview ISD



Past President

The Passing of a Past President



Bea Crawford Cooper Angevine

TESA President 1983-1984

Passed Away September 8, 2013

Bea worked for 28 years as a secretary and receptionist for ECISD. She strived to do her best, no matter her role, and proudly served as President of TESA from 1983 to 1984; her theme was "Opportunity Knocks...Education Answers." She was always encouraging other educational secretaries to excel. After retiring Bea literally traveled the world, taking more cruises than her family can count. When not out of town, she volunteered her time at the hospital or cancer center. Bea lived life boldly, sharing her energy, enthusiasm, thoughtfulness and giving spirit with her family and friends. Bea attended the 2012 Summer Work Conference with us in San Antonio. TESA will truly miss her.

Purpose Statement

We the members of the Texas Educational Support Staff Association, hold that the primary purpose of the educational support staff association 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, 1460 E. Whitestone Blvd., Suite 175, Cedar Park, TX 78613

Please send information for the Winter Issue to :

Bonnie Tomczyk

Killeen ISD

110 North WS Young Dr., Killeen, TX 76543 - (254) 336-0074

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Feature Article

By George Gonzalez, Director of Research & Institutional Effectiveness, aSPIRE Office; San Jacinto College



George Gonzalez

The evening of June 21, 2013 is one that will live long in my memory. It was the evening of the TESA banquet in which the new Executive Board and

Committee Chairs were installed. It was such a special night for so many reasons, and I'm sure each one of you who were in attendance will agree. It was an evening to celebrate the achievements of the past year in TESA and to acknowledge and thank the outgoing president on completing her year. It was an evening to gather as friends and family and wish each other success in the coming year.

For me, personally, it was an unforgettable evening. I cannot begin to tell you how proud and happy I am for your new president, Ms. Patti Walling. I congratulate TESA on electing Patti as your president for 2013-14. Now, there may be some personal bias on my part, but I don't think you could have chosen a better leader for your organization this year. I am certain that Patti and the Executive Board will work very hard to help TESA continue to grow and be the premier organization for education support staff in Texas – just as it has been for the past 62 years.

Let me tell everyone a little about Patti. I have had the pleasure and honor to work with her for the past six years, and as most

of you know, she is truly a special person to know and with whom to work. Patti has been the Senior Administrative Assistant in our Institutional Research and Effectiveness Office at San Jacinto College since well before I began to work at the college. During the time I have known and worked with her, Patti has been the glue that holds our team together. She takes care of so many details and important documents that I know I would overlook without her help and vigilance. She makes sure everyone in our office has the "tools" we need to do our jobs on a daily basis. Patti's hard work and attention to detail allows me to do my job more efficiently every day.

So, when Patti first approached me about the possibility of her running for President of TESA, she was both excited and nervous. She was excited at the prospect of leading the organization but a little nervous about following in the footsteps of the many excellent presidents TESA has had over the years. I whole-heartedly encouraged Patti to run because I knew that she would follow well in those footsteps.

As the big night approached for the TESA banquet, we were very excited back here at San Jacinto College. It turned out well for me to be at the TESA banquet because I already had to be in Austin for an important state-wide meeting the previous two days.

When I walked into the Omni Hotel, I was so very impressed with all the wonderful people that I would meet later during the

evening, and the decorations all over the room. I very much want to thank each and every one of you who introduced yourselves to me and who I had the opportunity to meet and talk to at the banquet. You all were so genuinely friendly and inviting, and I felt quite honored to be part of your special evening. And I must say everyone was so impeccably dressed!

As I spoke to several of you and learned about what you do both in TESA and back at your respective institutions, it greatly reinforced to me all the great things Patti has told me about TESA over the years. Each of you who are members are truly an asset and a blessing to this outstanding organization and to your respective institutions. As the ceremony progressed, and the mission, vision, and values of TESA were stated and the oaths were taken by the new leaders of the organization, it allowed me to experience first-hand how dedicated the members of TESA are to your organization. I commend you all for that because I could see how genuine that commitment is for you.

So, in closing, I want to thank the TESA organization for allowing me to be part of the evening. It was truly an honor and pleasure for me to be there. I wish each and every one of you the best for a successful 2013-14 school year and an outstanding year of growth and professional development in TESA. I know your president and executive board will be working hard this year to ensure it is.

Winning the Nelda Van Dyke Award

By Sherry Gray, San Jacinto College

WOW! What a surprise! Never in my wildest dreams, did I honestly think I'd win the Nelda Van Dyke award. There are so many people who have worked hard in their organizations and TESA, I thought no way I could win.

As I was waiting for Bonnie to announce the winner, I wasn't even paying much attention to what she was reading at first. Then all of a sudden it hit me, she is talking about me! I kept telling myself over and over, let her finish reading, don't cry, don't cry, don't cry! Soon as she said my name, it was over! Tears and crying flooding through me! I was surrounded by all the ladies around me, mostly former Nelda Van Dyke winners! They were all hugging me, saying such wonderfully kind words of congratulations! I was so overwhelmed with joy and happiness, yet couldn't stop the tears of joy! Then came pictures, pictures, pictures and more pictures....my face hurt from smiling so much!!

I thank each and every one of the San Jacinto College AEOP members who have worked with me over the years. Also a special thank you to those of you who attended the conference and shared this experience with me. Also, my thanks to the TESA ladies I've known and worked with, you hold a special place in my heart for all your experience and knowledge you've shared with me. I have been a member of TESA for almost



Patti Walling, Bonnie Tomczyk, Sherry Gray, Pat Crawford

12 years. I remember the first summer conference I attended was in Austin at the Austin Convention Center. I stayed in The Hyatt which was where the STEM classes were held and we had to take a shuttle to the convention center for the conference. I was so overwhelmed with how many people were there, thousands of members from across the state. I thought I have to come to this every year, which I have, I haven't missed one! I have learned so much and know there is never going to be a day that I stop learning from TESA.

Winning the Nelda Van Dyke award is such an honor and I'm so proud to have been

chosen this year, it really means the world to me. Even after returning home I've received so much from my colleagues. From being highlighted in the college "Watercooler" to receiving recognition from the San Jacinto College Chancellor Dr. Brenda Hellyer, Deputy Chancellor and President Dr. Laurel Williamson and the Board of Trustees, I am truly blessed.

Thank you again to everyone,
Sherry Gray

Administrator of the Year

By Bonnie Tomczyk, Killeen ISD

Our Administrator of the Year is Ronald Klinger. Ron is an Associate Director of Organizational Development at the University of Houston-Clear Lake. Ron has been a TESA Honorary Member since 2008. He has served on TESA committees and has been involved with TESA on many levels. Most recently, he served as Keynote Speaker for the TESA Area Workshop on February 9, 2013 held at the University of Houston-Clear Lake. He has also presented extended sessions at TESA Summer Work Conferences. Ron as Keynote Speaker presented "Your Leadership Legacy: Unlocking the Superhero in You!" He has shared his expertise on strategic planning, visioning, team building, work-life balance, leadership, and supervision with the TESA Executive Board. This is just a sampling of the dedicated commitment, professional interest, wealth of knowledge, vast array of experience, and servant leadership he brings to TESA as well as the educational community at large.



Pat Crawford, Ron Klinger, Bonnie Tomczyk

Dates to Remember

November 20, 2013	TESA Connection Winter Issue	Deadline
November 25–29, 2013	TESA Office Closed	Thanksgiving Holiday
December 23–31, 2013	TESA Office Closed	Christmas Holiday
January 1–3, 2014	TESA Office Closed	New Year's Holiday
January 20, 2014	TESA Office Closed	Martin Luther King Day
January 30, 2014	TESA Connection Spring Issue	Deadline
February 1, 2014	San Jacinto College	TESA Area Workshop
February 15, 2014	Online Voting Begins	
February 15, 2014	Awards, Scholarships	Deadline
February 17, 2014	TESA Office Closed	President's Day

Executive Board Minutes



Texas Educational Support Staff Association, Inc.

Minutes for the Executive Board SWC Meeting
Omni Southpark – Austin, TX
June 18, 2013

Call to Order: The meeting of the Texas Educational Support Staff Association, Inc. Executive Board was called to order by President Pat Crawford at 6:39 p.m. on Tuesday, June 18, 2013 at the Omni Southpark, Austin, TX.

Parliamentarian: Linda Sockwell proclaimed that a quorum was established.

Roll Call: Executive Board:

Pat Crawford	Patti Walling
Dianne Lemons	Bonnie Tomczyk
Lisa E. Gonzalez	Marie Enax
Linda Sockwell	Sue Hand
Gerald Wharton	Paula Lambright
Shirley Haswell	Jana Worthington
Melissa Davis	

Absent: Cindy Bright, Teena Hancock and Ruth Lyday

Guests Present:	Darcy Blackstock	Barbara Jennings
	Terri Culbert	Wendy Klentzman
	Sandra Curry	Debbie McFadden
	Sherry Gray	Donna Sears
	Wanda Honeycutt	Karen Turner
	Phyllis Hyden	Debbie Wade
	Helen Kettler	

Minutes: The minutes of the Spring Executive Board Meeting held on March 23, 2012 at La Quinta Inn & Suites Garland Harbor Point, Garland, TX, were approved as presented.

Treasurer's Report: The treasurer report will be filed for audit.

Correspondence: None.

Old Business: During the Spring Board meeting President Crawford asked the Executive Board to help come up with new wording for our membership. We wanted it to be worded so that it was clear who would be included. This came about because we have some cafeteria and other personnel who would like to join but don't think they can. She received suggestions from a few. Some had asked for further discussion. Results were passed out so that we could see what suggestions were made.



Executive Board Minutes

Because this does warrant more discussion President Crawford appointed an Ad Hoc Committee to research further. The committee will consist of Lisa Gonzalez, Ruth Lyday, Debbie McFadden, Patti Walling and Pat Crawford.

Results will be reported at the TESA Spring Board Meeting.

New Business:

Motion One: Motion by STEM Committee (Shirley Haswell), no second required that online classes be considered for credit in these areas. The committee proposes that the posted criteria for eligibility be followed with slight variances. Since classes are self-paced, a plan to award hours of credit is necessary. The committee recommends that credits awarded on online course certificates be assigned an hourly equivalent of one credit equaling one STEM hour. STEM hours would continue to be awarded in blocks of 3 hours or 6 hours. (Example: 3 credits on certificate would equal 3 STEM hours – 4 credits would equal 3 STEM hours.) Online classes must be job related. To establish this, the committee suggests that proof of district/college staff development credit be submitted along with the online course certificate printed upon completion of the class. The requirement of being taught in a classroom setting would not apply in this case. The requirement of being taught by a qualified instructor would be established with proof of staff development credit.

Motion carried.

Motion Two: Motion made by Patti Walling, seconded by Lisa E. Gonzalez, to approve the formation of a new Standing Committee – The Advisory Committee will be made up of four past presidents and the Marketing Chairman. The President and President Elect will serve as Ex-Officio members. The Marketing Chairman will rotate off each year. Of the four past presidents, two will serve a one-year term and two will serve a two-year term based on random draw once the committee is established. The committee will have no voting rights on the board. This committee will receive no monetary support with the exception of the Marketing Chairman which falls under the already existent board travel grid. The committee is effective for the 2013–2014 year.

RATIONALE: Several years ago, a Professional Growth Committee was in existence for the purpose of continuity, overseeing the office, marketing strategy, growth of membership and the review of the STEM program and all contracts. With recent developments, it has become apparent this committee needs to be revived but under a new name.

Motion carried.

Motion Three: Motion made by Paula Lambright, seconded by Dianne Lemons, that we use StreamSend for our mass emails. The cost would be \$19.90/month for up to 2000 emails per month. Another option would be Vertical Response, cost is

Executive Board Minutes

\$13.80 per email sent. Bob Mantlo, UpLink Technology Group, our new website host, recommends StreamSend. This move would be more cost-effective and a smoother process.

Motion carried.

Motion Four: Motion made by Patti Walling, seconded by Jana Worthington, that the Budget for 2013-14 be approved as presented and amended. Motion carried.

Announcements: TESA Office closed on July 4 & 5; NAEOP Conference, Alexandria, VA on July 22-26; All board members will be on stage for the General Session on June 20 @ 9:15 a.m. and at the Business Meeting on June 21 @ 9:15 a.m.

President Pat Crawford adjourned the SWC Executive Board Meeting at 7:53 p.m.

Submitted by:
Lisa E. Gonzalez
Lisa E. Gonzalez, CEOP
TESA Secretary/Treasurer

Approved by:
Pat Crawford
Pat Crawford, CEOP
TESA President 2012-2013

Date Approved: _____

*“The future belongs to those who believe
in the beauty of their dreams.”*

- Eleanor Roosevelt



SWC General Business Minutes



Texas Educational Support Staff Association, Inc.

Minutes for the Summer Work Conference General Business Meeting
Omni Southpark - Austin, TX
June 21, 2013

Call to Order: The meeting of the Texas Educational Support Staff Association, Inc. Summer Work Conference Business Meeting was called to order by President Pat Crawford at 10:12 a.m. on Friday, June 21, 2013 at the Omni Southpark in Austin, TX.

Parliamentarian: Linda Sockwell proclaimed that a quorum was established.

Minutes: The Minutes of the Summer Work Conference Business Meeting held on June 21, 2012, were approved as presented.

Correspondence: None.

Treasurer's Report: The treasurer's report was presented and was filed for audit.

Reports: President's Report on page 9, First Vice President – Dianne Lemons, report on page 11 & 12 – published 4 magazines (printed and online), send in information on your affiliate or individual that you want to share in the magazine. Second Vice President – Cindy Bright absent, but report is on pages 13 and 14, President Crawford reported the following membership numbers: Active – 914; Retired – 14; Associate – 2; Honorary – 75; for a total of: 1,005. Affiliates Report – Ruth Lyday absent, report on page 17 – 30 affiliates this year and working with 2 districts to form association and affiliate with TESA; Area Workshop Report is on pages 18 & 19, we had two very successful Area Workshops this year, one in the Houston area hosted by the University of Houston–Clear Lake the other in the Dallas area hosted by Mesquite and Garland. We have one Area Workshop scheduled for next year on March 29th at San Jacinto College. Also Harlingen, in the Rio Grande Valley is interested in holding an Area Workshop. STEM report is on page 27. 71 people took STEM classes on Tuesday, 80 on Wednesday and Thursday afternoon there were 53 STEM participants. Consultant Training will be held on October 18 & 19 in Killeen, TX.

Summer Work Conference Chairman – Jana Worthington report on pages 29 and 30, reported that there are 246 registered for Summer Work Conference (246 conference, 16 STEM only for a total of 262 participants).

Old Business: None.



SWC General Business Minutes

New Business:

Motion One: Motion from Shirley Haswell on behalf of the TESA Executive Board, no second required, moved that an Institutional Membership option be created with a membership fee of \$150 effective August 1, 2013. An Institutional Membership would be open to School Districts, Colleges, Universities and ESCs. This membership classification would entitle the holder to fees at the level one rate rather than the level two rate. Motion carried.

Motion Two: Motion made by Patti Walling on behalf of the TESA Executive Board, no second required, moved that the TESA 2013–2014 Budget be approved as presented. Motion carried.

Member-at-Large Awards/Scholarships/Journalist Chairman Bonnie Tomczyk, along with her committee Sherry Gray and Kristin Hiney awarded the following scholarships: Scott Hiney was awarded the Founders Scholarship of \$400. Kristin Hiney read a thank you message from her son Scott; Mitzi Cepeda, Spring Branch ISD was awarded the Lorene Roby Rogers Scholarship of \$400. Administrator of the Year was presented early because recipient was unable to be present today. Winner of the Administrator of the Year went to Ron Klinger from University of Houston–Clear Lake. Nelda Van Dyke Recipient went to Sherry Gray, from San Jacinto College.

Announcements: TESA office will be closed on July 4, 2013
NAEOP Conference is July 23–26, 2013 in Alexandria, VA.

Gerald Wharton reporting on behalf of the Past Presidents announced that they would be drawing 6 names on individuals who renew their TESA membership by August 1st. Winners will have their 2014–2015 dues paid.

President Crawford asked that all the past Nelda Van Dyke winners stand and be recognized.

President Pat Crawford adjourned the Spring Executive Board Meeting at 11:08 a.m.

Submitted by:
Lisa E. Gonzalez
Lisa E. Gonzalez, CEOP
TESA Secretary/Treasurer

Approved by:
Pat Crawford
Pat Crawford, CEOP
TESA President 2012–2013

Date Approved: _____



2013-2014 Proposed Budget

Texas Educational Support Staff Association 2013-2014 Budget

Approved: June 21, 2013

Revenue:

Summer Work Conference	\$	40,000.00
STEM	\$	50,000.00
Affiliate Services	\$	1,500.00
Affiliate Dues	\$	1,000.00
Member Dues	\$	31,150.00
Area Workshops - Registrations	\$	1,000.00
Sales - Pens / Patches / Novelties	\$	200.00
Advertising	\$	350.00
Miscellaneous Income	\$	1,550.00
Awards / Scholarships / Journalist	\$	500.00
TOTAL BUDGETED INCOME	\$	127,250.00

Expenses:

Summer Work Conference	\$	23,500.00
STEM	\$	19,500.00
Area Workshops	\$	400.00
Affiliate Services	\$	500.00
Salaries & Wages	\$	20,000.00
Employee P/R Taxes / Retirement		
P/R taxes	\$	1,000.00
Medicare	\$	250.00
Social Security	\$	1,100.00
Retirement - \$ 0	\$	0.00
Insurance - Employee Health	\$	0.00
Insurance - Workers Comp.	\$	300.00
President	\$	3,000.00
President Elect	\$	1,500.00
Secretary / Treasurer	\$	50.00
Board Travel	\$	6,850.00
NAEOP Conference	\$	3,800.00
NAEOP Officer / Marion Wood		
NAEOP Officer Travel	\$	250.00
Marion Wood Scholarship	\$	50.00

Expenses cont.

Nominations		
VoteNet	\$	1,995.00
Membership Expenses	\$	150.00
Magazine / Newsletter	\$	12,250.00
Content / Bond Insurance		
Content Insurance	\$	850.00
Bond Insurance	\$	100.00
Capital Outlay	\$	0.00
TASA / NAEOP Affiliation		
TASA	\$	250.00
NAEOP	\$	150.00
C/O Expense / Stationery / PO Rental		
Central Office Expenses -	\$	1,100.00
Stationary	\$	1,100.00
PO Box Rental	\$	0.00
Rent - Office	\$	9,350.00
Rent - Equipment (Copier)	\$	4,800.00
Bank / Credit Card Fees	\$	1,000.00
Employee Training	\$	300.00
Audit & Accounting	\$	3,460.00
Marketing Committee / Booth	\$	0.00
Website Maintenance	\$	740.00
Telephone		
AT & T	\$	2,500.00
Time Warner	\$	1,015.00
Postage	\$	2,000.00
Property / Sales Tax		
Property -	\$	200.00
Sales -	\$	200.00
Novelties - TESA Pins / Patches	\$	50.00
Miscellaneous Expense	\$	240.00
Employee Travel	\$	450.00
Awards / Scholarship / Journalist	\$	950.00
TOTAL BUDGETED EXPENSES	\$	127,250.00

“Work is love made visible.”

-Kahlil Gibran



The 83rd Legislative Session

By Gerald Wharton, Grapevine-Colleyville ISD



Gerald Wharton

The 83rd Texas Legislature met for the biennial regular session and for two Special Sessions. The regular session increased the

2014-2015 state's general revenue budget by \$7.2 billion. The total appropriation is \$196.9 billion. Education funding increases almost returned to the 2010-2011 levels. Most school districts will see their state allocations increased to the 2010-2011 levels. Higher education also will see increased funding, but not at the 2010-2011 level. The two Special Sessions dealt mainly with voter redistricting, abortion, transportation infrastructure, and mandatory sentencing for capital felony crimes committed by 17 year olds. The one unusual event was a senate filibuster, at the end of the session and the ensuing confusion, causing the abortion bill to fail, due to the senate vote not being certified prior to the end of the session. The Governor called for an immediate Special Session to take up the abortion question, a bill was passed.

Education funding returned to near pre-recession levels. Almost all school district

state funding returned to 2010-2011 levels. Property wealthy school districts did not necessarily see a return to 2010-2011 funding levels, but did see substantial increases above the 2012-2013 levels. TRS changes will make the system actuality sound within the 31-year funding period to ensure continued benefits and for some retirees a Cost of Living Adjustment (COLA). Additionally, changes that impact the TRS-Care and pension program. Senate Bill 1458 grandfathers all TRS members vested in the system. Effective August 31, 2014, all new hires and non-vested members will have a minimum retirement age of 62. All TRS members that were not grandfathered and retire prior to the age of 62, will see a 5% per year reduction in their annuity. This bill also authorizes a 3% COLA increase for retirees who retired on or before August 31, 2014. Lastly, increases state and employee contribution for TRS. Visit TRS at, www.trs.state.tx.us, for more information.

School Marshals – Has your school district decided on this issue? There has been lots of discussion regarding having selected school district staff armed on school property. Currently, the trend is not to arm our faculty and staff. However, a few districts are electing to arm selected person-

nel. The legislature has given the board of trustees or the governing board (for charter schools) the option to appoint one school marshal per 400 students in average daily attendance. All school marshals must be an employee of the school district or charter school and may carry or possess a handgun on school property. Additionally, written regulations must be established by the board of trustees or governing board. We will have to follow developments to see if this becomes more widespread in the coming years, as we continue to see mass shootings occur.

What is your policy for Celebration of Christmas? The legislature clarified this for us with House Bill 308. We may educate our students on winter celebrations. Staff may offer traditional holiday greetings, such as "Merry Christmas," "Happy Hanukkah," "Happy Holidays," etc. This also allows for the display of scenes and symbols associated with our winter celebrations. However, it does prohibit the inclusion of messages that pertain to a particular religious belief.

Happy Holiday!!



How can we help?

RENEW YOUR AFFILIATION TODAY

Application can be found on the website:

www.tesatexas.org

under the Affiliate Services tab

- ♦ Need assistance in formatting a new association
 - ♦ Installing your officers for your local group
- ♦ Visit from TESA Board member to ascertain your needs
 - ♦ Advisory services for professional development

Whatever your need may be, please contact one of the Affiliate Services Committee members listed below. We look forward to helping you.

TESA Affiliate Services Chairman

Marie Enax

Lamar CISD

enax@lcisd.org

Committee Members

Kristin Hiney

Mesquite ISD

khiney@mesquiteisd.org

Deana Ross

Comal ISD

Deana.ross@comalisd.org



UHCL Education Support Association

by Debbie McFadden, University of Houston-Clear Lake



NAEOP President Lola Young, Terri Culbert, and Wendy Heslink. Terri receiving her PSP and CEOE at NAEOP Summer Conference



(L – R) Shirley Haswell, Pat Crawford, Kimberly August, Sandra Curry



Terri Culbert, Wanda Honeycutt, Ron Klinger, Sandy Jennings, Debbie McFadden

UHCL ESA's very own Ron Klinger received the TESA Administrator of the Year Award at SWC 2013! The members were very excited when his name was called but we knew the award is very deserving. Ron gives so much to ESA and TESA and is always willing to help when asked.

Kimberly August received her CEOP at SWC 2013. Kimberly is secretary to a faculty suite in the School of Human Sciences and Humanities (HSH). Kimberly is the ESA Secretary for 2013-2014.

Terri Culbert received her CEOE and PSP at the 2013 NAEOP Conference in Alexandria, VA in July. Terri was a secretary to the faculty in the School of Human Sciences and Humanities (HSH) and has stepped up to support the dean of HSH as his executive secretary during his secretary's absence.

ESA started off the 2013-2014 year with an installation of officers and reception in August. The logo for the year is Imagine, Believe, and Achieve. We're looking



ESA 2013-2014 Logo

forward to another year of professional development and fellowship.

RIO GRANDE VALLEY EDUCATIONAL SUPPORT STAFF ASSOCIATION (VESA)

“Traveling the Road to Professional Success”

by Liza Gonzalez, Donna ISD

President Ofelia Barrón, in keeping with Patti Walling, TESA President's theme, chose as her theme “VESA...Traveling the Road to Professional Success”. She is encouraging all of us to continue striving for professional success in everything we do.

VESA started off its year in Donna ISD. The first meeting was hosted by the Retired VESA members on Thursday, September 12, 2013. This is the first year that the retired VESA members have hosted a monthly meeting on their own. President Barrón welcomed everyone and thanked the retired VESA members for hosting. Members

were also welcomed by Celia E. Martinez, Principal at Caceres Elementary in Donna ISD, who is a strong supporter of VESA. For our first meeting we had Mrs. Margaret Grabowski, ELA Strategist with Donna ISD, who presented a brief summary of the 7 Habits of Highly Effective People and how they relate to our lives. President Barrón asked members to please try their best to get a speaker for each meeting. Speakers could talk on anything from work related issues to health-related issues.

After a break for refreshments, President Barrón had the members stand and introduced themselves and state what district they worked with. She then personally welcomed the Harlingen CISD ladies and told them that they hoped they would encourage more members from their district to join and remain active. President Barrón announced the chairmen for the Fundraising Committee, Janie Garcia, Rio Grande City CISD and for the Bosses Banquet Committee which will be co-chaired by Belia R. Solis, Weslaco ISD and Gracie Valdez, Donna ISD. Discussion and planning

for our annual fundraiser and annual Bosses Banquet will begin taking place over the next month.

The purpose and aim of VESA is to improve the standard of the group through study and professional growth, to promote fellowship, to increase intelligent interest in school and community relationship, and to render a finer and more efficient service to our schools.

Support staff or instructional assistants employed in an educational system in the Rio Grande Valley shall be eligible for active membership in VESA upon the payment of dues. VESA is an organization that has members from several Rio Grande Valley districts. Districts that are currently members of VESA are: Rio Grande City CISD, Mission CISD, McAllen ISD, Donna ISD, Weslaco ISD, Mercedes ISD, South Texas ISD and Harlingen CISD. We are always accepting new members, from these districts or any other Valley district.

Meetings are held on the 2nd Thursday of each month and are hosted by the VESA members of the respective school districts.



Pictured L to R: VESA Officers: Ofelia Barrón, President-Donna ISD; Lisa E. Gonzalez, 1st VP/Parliamentarian-Donna ISD; Julie Briseño, 2nd VP-Rio Grande City CISD; Tracy Garcia, Secretary-Rio Grande City CISD; Patty Garcia, Treasurer-Weslaco ISD.

San Jacinto College Association of Educational Office Personnel

By Donna Cubstead, AEOP Secretary

The San Jacinto College Association of Educational Office Personnel (SJC AEOP) had their first meeting on September 19, 2013. The association had forty-two members in attendance at the meeting along with all 2013-2014 AEOP officers. Past AEOP Presidents Angela Klaus, Debbie Wade, and Nancy McShane were recognized, along with past TESA President Debbie Wade, and current TESA President, Patti Walling.

Dr. Laurel Williamson, Deputy Chancellor and President of San Jacinto College, and AEOP Advisor gave a presentation entitled "Building Character to Your Destination and Valuing the Journey". Her focus was on the following points:

1. Compromise to meet common goals which she linked to our San Jacinto College value Collaboration: We Work Together for the benefit of the college. We need to listen to the ideas and input of others to reach our goals.
2. Frustration, anger, and worry don't change things which she linked to our San Jacinto college value Integrity: Ethical and Professional. We act in ways which instill confidence and trust.
3. Don't focus only on the destination of your journey; if you do you will miss the expected outcomes along the way. Don't get so lost in the dream that you miss what is in front of you.
4. Our destination does not always look like the picture we imagined. Changes in our lives can make the destination have a better outcome and reach a greater future.
5. Once we reach one destination, we must immediately start a new journey to a new destination. Think about where you want to go next. The college is continually



AEOP Officers: Sherry Gray – President, Bea Rodriguez – 1st Vice-President, Dedra White – 2nd Vice-President, Donna Cubstead – Secretary, Susan Sowell – Treasurer, Sherry Boyd – Historian, Sandra Curry – Chaplain, Angela Klaus – Parliamentarian

transforming and we don't know what the future will look like, but it brings opportunities for change and growth to help students meet their goals.

6. Be open to change, engage in the journey, let it build character along the way so you can be a better person and grow.

Sherry Gray, AEOP President, announced that Sherry Boyd, AEOP Historian, will be taking over the SJC AEOP newsletter called the "The Notepad" which won first place at the 2013 TESA Summer Work Conference and second place at the 2013 National Association of Educational Office Professionals (NAEOP) Conference.

Sherry Gray also discussed the upcoming TESA workshop – "GPS on the Road to Success" that will be hosted at SJC Central on Saturday, February 1, 2013. This workshop will be open to all TESA members state-wide and it will offer STEM classes (TBA), and

other professional development workshops that can be utilized towards completing CEOP. This event will also have vendors for shopping and door prize giveaways.

Angela Klaus, AEOP Parliamentarian, announced the AEOP Bosses Appreciation Luncheon will be held on October 17, 2013 from 12:00 pm – 1:30 pm at SJC Central Campus Ballroom. Nomination forms were sent out to all SJC staff on September 23, 2013 for the Boss of the Year Award. The keynote speaker will be Ron Klinger, Associate Director of Organizational Development at the University of Houston Clear Lake, presenting on "Keys, Buckets, and Milestones for Your Journey". BBQ lunch will be served during the meeting. Sherry Gray let the group know about a future Coughatta trip fundraiser tentatively scheduled in March 2014. She also talked about our annual Poinsettia Sale and future Community Service Project fundraisers.

“Riding to Professional Success”

By Darcy Blackstock, Channelview



Darcy Blackstock

The TESA Executive Board traveled to the booming city of Kyle, Texas to participate in a weekend Board Retreat designed to get acquainted

with each other and to bring the Board together as a team. Participants volunteered their time and resources to take advantage of this chance to grow together as we prepare for the upcoming year.

Through some very interesting and surprisingly competitive Team Building activities, the members built upon an already cohesive camaraderie that is sure to enhance each Board member throughout the coming year. The team visited the Texas Pie Company for a deliciously scrumptious lunch before heading out on their next assignment: a photo scavenger hunt! The two teams eagerly took their list of items for the scavenger hunt and began snapping photographs. TESA can rest assured that their elected and appointed leaders are creative, talented and very clever.



The Retreat was a welcomed gathering to our outstanding leaders that gave us the opportunity to re-energize, brainstorm ideas for the upcoming year, and to come away with a renewed energy and passion for this magnificent organization and its members.



The weekend epitomized what TESA is really all about, the coming together of people from all walks of life that are bound by the common thread that is education and working together for the greater good of the entire association. Through something as simple as a weekend of fun, relaxation and fellowship TESA will reap great rewards as President Walling and the 2013-2014 Executive Board are bound together as one and will ensure that TESA and its members continue our “Ride to Professional Success.”



Membership Services



Have you been “absent” from TESA for a while?
Have you always wanted to join TESA and never did?

Well, what’s stopping you....join **NOW!**

Become a TESA member now and join us on a
“Ride” to Professional Success!

What’s in it for YOU?

- Professional growth through STEM Classes, Area Workshops and Summer Work Conference
- Four (4) issues of the TESA Connection, the official publication of TESA
- TESA web site at www.tesatexas.org for up-to-date information
- Meeting other individuals who work in the same field/department as you do and sharing ideas and building lasting relationships

Become a member **NOW** and have your name entered in a raffle to get your 2014-2015 TESA Membership dues paid.

Eligibility requirements:

- Must renew by **January 31, 2014**
- Former TESA members are eligible if they were not a member for the past 2 years (2011-2012 & 2012-2013)



Recruit a new member or an inactive member (2 or more years) and be entered in a raffle for a chance to win a 2-night stay at the OMNI Corpus Christi hotel. (*Your name will be entered as many times as the number of recruits you have [1 recruit - 1 chance, 3 recruits – 3 chances, etc.]*)

Eligibility requirements:

- New or inactive members must renew by March 31, 2014 in order for you to qualify for this raffle.

Lisa E. Gonzalez, CEOP

2nd Vice President, Membership Chairperson
Donna ISD

lgonzalez@donnaisd.net

Wanda Honeycutt, CEOP, Higher Education Council, Retired UHCL – honeycutt@uhcl.edu

Barbara Johnson, Administrative Council, Lamar CISD – bajohnson@lcisd.org



Ruth Lyday, CEOP, Education Service Center Council, Region 10 ESC – ruth.lyday@region10.org

Ernestina “Tina” Martinez, - Secondary Council, Killeen ISD – ernestina.martinez@killeenisd.org

Bettye Ruth Wilson, CEOP, Elementary Council, Lubbock ISD – bwilson@lubbockisd.org

Application for membership can be found on the next page or you can renew online at : www.tesatexas.org.

Membership Application

Texas Educational Support Staff Association, Inc.		
Membership Application		
2013-2014		
		
Name (Last/First/Middle):	Membership #:	
Name of Institution (if seeking Institutional Membership):		
Current mailing address:		
City/State/Zip Code:		
Work Phone #:	Home Phone #:	Cell Phone #:
Work e-mail address:		
Personal e-mail address:		
Employed by:		
Name of Local TESA Affiliate: (if applicable)		
<input type="checkbox"/> New Membership (\$35)	<input type="checkbox"/> Renewal (\$35)	<input type="checkbox"/> Associate (\$35)
<input type="checkbox"/> Retired (\$17.50)	<input type="checkbox"/> Institutional	
<input type="checkbox"/> Higher Education	<input type="checkbox"/> Education Service Center	<input type="checkbox"/> Administrative
<input type="checkbox"/> Secondary	<input type="checkbox"/> Elementary	<input type="checkbox"/> Other (_____)
Referred by:		
Name change/Address Change Information:		
Are you a member of NAEOP? : <input type="checkbox"/> Yes <input type="checkbox"/> No		
Complete form and mail with your payment to:		
TESA, 1460 E. Whitestone Blvd., Suite 175, Cedar Park, TX 78613		
Renew online at: 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.		

REASONS for Joining TESA

Responsibility - It is your personal responsibility to see that our profession goes forward in education. Education is changing as our work is. We need to accept this responsibility of adapting to these changes

Expectation - We can reach our expectations through our united efforts. Our goal to be recognized as professionals can best be reached through our Association

Advancement - Our advancement in professional status can best be pushed through joint effort. Other associations have demonstrated the need to have a strong association. Only through your efforts can we have a strong Association.

Satisfaction - TESA creates wider horizons and broader views for all members. The personal satisfaction a member can find in working with such a group is beyond measure.

Opportunity - There is an opportunity for YOU, each and every one of YOU, to help TESA reach its goals. ONLY YOU have the opportunity to do this.

Need - TESA has a very definite need for you, for your help, and you have a definite need for TESA. Never let it be said that you as an educational secretary or office personnel, are allowed to cry and weep over your position and status if you do not put forth the effort to move.



NAEOP Summer Conference Alexandria, Virginia - July 22-26, 2013



Names (starting from top left): Bonnie Tomczyk, Shirley Haswell, Terri Culbert, Debbie McFadden, Mary Flores, Donna Cubstead, Darcy Blackstock, Bettye Ruth Wilson, Dianne Lemons, Doris Gilmore, MaryAnn Hollingsworth, Debbie Wade, Sue Hand, Paula Lambright, Jana Worthington, Linda Sockwell, Pat Crawford, Patti Walling, Marilyn James



NAEOP Has a New President!

By MaryAnn Hollingsworth, NAEOP South Central Area Director

What an exciting year this started out to be at our 2013 NAEOP Conference and Institute in Alexandria, Virginia. Our theme for 2013 – 2014 is NAEOP “Stars Coast to Coast.” President Cathy Eberle’s installation event had a patriotic theme. It began with a wonderful dinner and fellowship, installation of officers, music dedicated to President Eberle and ended with the retiring of the State Flags as well as Old Glory.



Start planning to attend the 2014 NAEOP Conference and Institute to be held in Portland, Oregon the week of July 14-17, 2014. Hope to see you there!

Those members that received their PSP/CEOE 2012-2013

Sylvia A. Green (CEOE)

Francisca Valeshka Martinez (CEOE)

Terri Elizabeth Culbert (CEOE)

2012-2013 Recertifications

Vesna Gavranic-Supukovic (CEOE)

Dianne T. Lemons (CEOE)

Jana Worthington (CEOE)



Jana Worthington, Pat Crawford, Patti Walling enjoying the NAEOP installation!

STEM Calendar

* San Jacinto College employees only

Date	Class	Host	Contact
November 2013			
5	Dialogue of Diversity	Mesquite ISD	Debbie Faires
9	Basic Communication	Garland ISD	Teena Hancock
December 2013			
10	Professional Growth Plan*	San Jacinto College	Jeanie Wright
10	Interpersonal Communication	Spring Branch ISD	Becky Wuerth
January 2014			
18	Effective Office Practices	Garland ISD	Teena Hancock
February 2014			
8	Interpersonal Communication	Garland ISD	Teena Hancock
11	Effective Office Practices	Spring Branch ISD	Becky Wuerth
22	Professional Growth Plan	Lamar CISD	Eva Zamora
March 2014			
6	Professional Growth Plan	Garland ISD	Teena Hancock
April 2014			
3	Customer Service	Garland ISD	Teena Hancock
8	Professional Growth Plan	Spring Branch ISD	Becky Wuerth

Membership Form

for the

National Association of Educational Office Professionals

Membership Type:		<input type="checkbox"/> Active - \$50	<input type="checkbox"/> Retired - \$30
<input type="checkbox"/> Associate - \$50	<input type="checkbox"/> Institutional - \$85	<input type="checkbox"/> Corporate - \$60	

Membership Application Continuous Membership (12 full months)

☐ New Membership ☐ Renewal Membership Membership Number:

☐ Magazine Annual Subscription - \$30 ☐ Magazine Annual Subscription (Retired) - \$15

- All fees must be paid in US Dollars.
- Outside of US special postage and handling charges apply. Please add an additional \$15.
- Active membership fees include 3 online issues of the association magazine and 1 issue (Winter issue) in print. If you wish to receive all 4 issues in print, you will need to request an annual magazine subscription in addition to your annual membership.
- Dues are not deductible as a charitable contribution for income tax purposes.

Membership Information:

☐ Elementary ☐ Middle School/Junior High ☐ Secondary/High School
☐ Higher Education ☐ State Department ☐ Administration
☐ Career & Technical Education ☐ Retired ☐ Other:

Name:

Address: _____ City: _____ State: _____ Zip: _____

Home Phone:	Office Phone:	Ext.:
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Fax: _____ Email: _____

Recruited by (Name):

Method of Payment: ☒ Check ☐ MasterCard ☐ Visa ☐ Discover

Cardholder's Name:

Card Number: _____ Expiration Date: _____

Signature:

Mail or Fax to:

NAEOP
PO Box 12619
Wichita, KS 67277-2619
Fax: 316-942-7100



Texas Educational Support Staff Association, Inc.

Assisting TESA in 2014 – 2015

TESA needs members who are enthusiastic about the Association and are willing to give of their time and talents by helping behind the scenes. Let us know what you would like to do by completing the following information below and returning to Helen Kettler, Nominations Committee Chairman (contact information below).

Please Print Clearly or Type Form

Name: _____

Address: _____

City/Zip: _____

District/College/University/ESC: _____

Current Job Position (District/College/University/ESC): _____

☐ Elementary ☐ Secondary ☐ Administrative ☐ Higher Education ☐ Education Service Center (ESC)

Home Phone: () _____ Work Phone: () _____

Fax #: () _____ Cell Phone: () _____

Work Email: _____ Home Email: _____

Number of Years TESA Member: _____ CEOP: Yes / No _____

I would prefer to be contacted or receive information at: ☐ Home address ☐ Work address

Tell us where your talents lie and how/where you would like to assist TESA: creating flyers/forms, presenting a session at SWC, facilitator at SWC, making phone calls, sending emails/letters, other areas

Please complete and forward to:

Helen Kettler
Member-at-Large, Nominations
hkettler@alvincollege.edu
3110 Mustang Rd.
Alvin, TX 77511

The TESA Connection

Texas Educational Support Staff Association, Inc.
1460 E. Whitestone Blvd., Ste. 175, Cedar Park, TX 78613

PRESORTED
STANDARD US
POSTAGE
PAID
Texas Educational
Support Staff
Association

Get Your Motor Running!



*Head out on the
highway and look for
adventure at the 2014
TESA Summer Work
Conference!*

JUNE 24-28, 2014
OMNI AUSTIN HOTEL AT SOUTHPARK
4140 GOVERNORS ROW

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2014
TESA
Summer
Work
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