

# Texas State Teachers Association

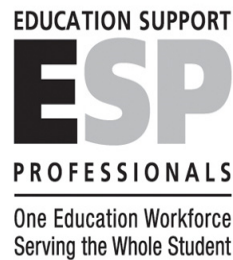
2023 Education Support Professionals Conference

El Paso, Texas

## ESPs: Leaders of Today for Tomorrow's Future



April 16, 2023



# Acknowledgements

## **ESP Committee Members**

Joyce Johnson, Chairperson  
Beaumont Teachers Association

Karen Barnes-Ullrich  
Education Austin

Maritza Barrera  
San Antonio Alliance

Norma Guevara  
Donna TSTA/NEA

Maria Hernandez  
Ysleta Teachers Association

Leticia Martinez-Oregon  
Alief-TSTA/NEA

Norman Quigley  
TSTA-Retired

Federico Rios Jr.  
Donna TSTA/NEA

Leonor Terrazas  
TSTA-Retired

Trasell Underwood  
Education Austin



TEXAS STATE TEACHERS ASSOCIATION / NATIONAL EDUCATION ASSOCIATION  
OVIDIA MOLINA, PRESIDENT   LINDA ESTRADA, VICE PRESIDENT   RICHARD KOURI, EXECUTIVE DIRECTOR

Dear #TeamTSTA,

Welcome to the Texas State Teachers Association Education Support Professionals Conference! This year's conference theme, ***ESPs: Leaders of Today for Tomorrow's Future*** recognizes our role in our union, our district, and our communities to create a brighter future for our members and students. We must aggressively seize this opportunity to continue to create the tomorrow we want for ourselves and ALL our students. Our mission to "provide a quality public school for every child" has never been more in keeping with the theme for this conference.

As a union we value the power of the collective to make things better for all. Together, through organizing, we've accomplished many things to improve conditions for staff and students. We accomplished this despite elected leaders at every level prioritizing their political careers over the interest of our students and educators. And we still have much left to do. We must individually and collectively STAND UP and LEAD this movement in Texas if we have any hope for a better future.

We must organize and make our voices heard throughout the 2023 legislative session like we never have before. We must engage our colleagues, families, and friends to contact our elected representatives, and stay focused on demanding they do the right thing for employees and our students. We can create a brighter future, but only if we can get the people we elect to office to do the right thing. Organizing is what makes that happen.

Thank you for being here for this conference and being leaders in your union. We are honored to stand with you, to stand strongly TOGETHER! Take care and stay safe.

In solidarity,

Ovidia Molina, TSTA President



## **Norma Guevara**

### **2022-23 TSTA ESP of the Year**

An employee of Donna ISD for 30 years, Norma Guevara is currently the Secretary for the Donna ISD Parental Involvement Program. She has been a member of Donna TSTA/NEA for close to 30 years, and her service has included 17 years as an Association Representative (AR), 10 years on the Audit Committee, and delegate to the Region 6 House of Delegates and TSTA House of Delegates for over 10 years. Currently, she holds the office of Donna TSTA/NEA Treasurer.

Her first real involvement with the association was in the TSTA Ambassador's Program, which was intended to create new leaders and engage them in TSTA work. Norma was also selected to attend the 2016 NEA ESP Conference in Orlando, Florida, which allowed her to network with members from all over the USA and helped her become an effective Association Representative and a stronger advocate back home.

Education Support Professionals play an especially important part in student education, and Norma enhances the image of an Education Support Professional by being involved in any way she can; supporting the importance of ESPs in public education. Norma believes in working as a team and participates in local activities and events, attends trainings and meetings designed to help members grow and develop both personally and professionally, and is active in membership recruiting.

Norma is a daughter, wife, and proud mother, and encouraged her daughters to join Donna TSTA/NEA. Her family is especially important to her, and Norma makes sure to spend time with them to create great memories. She is also an active member of Saint Joseph Catholic Church in Donna, and has been a member of the Rio Grande Valley Educational Support Staff Association for 30 years.

Involvement with TSTA/NEA as an advocate has been highly empowering for Norma, and as a model for her children she has sought to teach them about civil responsibility and the values that will help them, too, work for a better tomorrow.

# Session Descriptions

## **Legislative Update**

*Presenter: Portia Bosse*

What bills are moving and the impact to educators. This session will focus on the bills that are moving at the Texas Legislature due to the influence of the far right's decades long campaign against public education, and what TSTA members can do about it.

## **Employment 101: Know Your Rights!**

*Presenter: Amanda Moore*

In this session, we will discuss the employment laws and school board policies that directly relate to public school employment. We will examine employment issues related to leave, certification, grievances, job duties, and overall working conditions.

## **Due Process for ESPs**

*Presenters: Karen Barnes-Ullrich and Sheila Walker*

Due Process is a procedure that ensures fair treatment of any employee who can be terminated. Due process promotes dignity and respect, protects against unjust terminations and prevents against random threats of dismissal. Organizing campaigns that demand districts and their school boards implement and pass a policy that requires due process for any at-will employee will ensure fair treatment among All district employees.

# Our Session Presenters



**Portia Bosse** is the Director of Public Affairs for TSTA and has been with the association for 17 years. She started her work as a Governmental Relations Specialist covering the Texas House before becoming a director. Prior to joining TSTA, Bosse worked as a litigation attorney and lobbyist for the County Judges and Commissioners Association of Texas at Allison, Bass & Associates, as a trial attorney for Mithoff & Jacks, and was an Assistant Attorney General for the State of

Texas. Bosse was licensed to practice law in Texas in 1994 and is a graduate of Texas A&M University.



**Amanda Moore** is the General Counsel and Director of the Organizing Center for Legal Services and Member Advocacy at TSTA. She has represented TSTA members since 2008. She has represented public school employees at school district board hearings, nonrenewal and termination hearings, and in appeals before the Texas Commissioner of Education. For over fifteen years, she has advised public school employees on issues involving grievances, workplace concerns, and adverse employment actions. In January

2020, she argued before the Texas Supreme Court in a case involving the interpretation of a statute that governs the termination of the continuing contracts of teachers in Texas. Amanda received her law degree from the University of Texas School of Law and graduated summa cum laude from the University of Mary Hardin-Baylor with a Bachelor of Arts degree in English and Spanish.

# Our Session Presenters



**Karen Barnes-Ullrich** has been employed with Austin ISD for 32 years as a Bus Driver, a Driver Coordinator and now Dispatcher. She is a member of Education Austin where she served on the Executive Board and as Treasurer for many years. She's also served on the NEA Board of Directors as an ESP At-Large 2014-2020. She has also served on the TSTA Board of Directors, and is currently serving on the TSTA ESP Committee.



**Sheila Walker** is an Employee of Dallas ISD for the last 28 years and currently the Community Liaison at Lincoln High School. Proud President of NEA-Dallas from 2020 to present. An advocate for education and the students to make sure that they receive a fair and equitable education that they deserve. Currently working close with the district to make sure that "Due Process" for ESP's is followed by actions and not just words.

# Acknowledgements

## ***TSTA Staff***

Malinda McKee  
Committee Liaison

Mary Kennedy  
Committee Liaison

Tara Trautman  
Administrative Support, OCALD

Rosie Castillo  
Administrative Support, OCALD

Kay Williams  
OCALD Administrative Manager









# Conference Schedule

**NOTE:** Your workshop *sequence* below will be based on the color dot on your name badge – **purple**, **orange**, or **green**.

7:00 - 7:45 AM	WELCOME / BREAKFAST		
8:00 - 9:00 AM	Legislative Update	Employment 101: Know Your Rights	Due Process for ESPs
9:15 - 10:15 AM	Due Process for ESPs	Legislative Update	Employment 101: Know Your Rights
10:30 - 11:30 AM	Employment 101: Know Your Rights	Due Process for ESPs	Legislative Update
11:45 AM – 12:45 PM	LUNCH		