

# The ESP Gazette

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Fall Edition

## Weathering the Storm for Education

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## General Assembly Created Loopholes for Wealthy That Cost ESP Jobs



The North Carolina General Assembly discontinued a (79 percent) publicly supported penny sales tax this summer. A penny could have saved thousands of ESP jobs that were cut this current school year.

However, legislators had no problem doling out \$32 million in tax giveaways to out-of-state corporations or making the first \$50,000 of business profits tax free. NCAE estimates the \$32 million giveaway alone could have saved teacher assistants, bus drivers, custodians, and nutrition workers - positions slashed by the General Assembly's budget.

"NCAE has always reminded legislators and the public that North Carolina's budget reveals the state's true priorities," said NCAE President Sheri Strickland. "Unfortunately, this General Assembly does not value children, families, communities, and jobs the way it values out-of-state corporations wanting to lower tax burdens and increase profit margins."

Under the new tax scheme legalized by the General Assembly, a corporation doing business in North Carolina can claim its headquarters in a state like Delaware where the tax burden is low

for corporations. (By the way, Art Pope's Variety Stores Inc. is incorporated in Delaware, according to his company Web site.) An Art Pope-like businessman could write-off all of his corporation's North Carolina profits as an expense because he can charge 100 percent of his profits against the use of a trademark.

In a nutshell: A corporation makes huge profits in North Carolina by selling cheap goods from China, then claim no profits because it charges itself for the use of the big neon sign on top of the store. By claiming no profits, the corporation has no corporate tax burden in North Carolina.

It's a sweet deal for the corporation and a bad deal for North Carolina public schools, which relies on taxes for funding. According to officials at the North Carolina Department of Revenue, the scheme costs the state \$32 million per year in lost tax receipts.

NCAE Vice President Rodney Ellis, a vocal critic of the current tax structure in North Carolina, lambasted the new corporate loophole as not only a giveaway of needed revenue for the state's public education system, but as unfair to North Carolina businesses anchored in the state.

"Jobs are created by small businesses in our communities, whether it's the barber shop or a technology company in Research Triangle Park," Ellis said. "By allowing companies to game the system, more of the tax burden falls on our local businesses and our middle class families. This is shameful tax policy."

Ellis shared that Speaker Thom Tillis has a mission statement sign hanging on his front office door at the North Carolina General Assembly. It reads: "To develop a budget for North Carolina which brings spending into line with available revenues by identifying the proper and necessary functions of state government and then prioritizing them."

"Whether it's the \$30,000 raises for the Speaker's staff or it's this tax giveaway, educators and parents now know what the priorities are of this General Assembly," Ellis added.

*Reprinted from the Daily Political Briefing (DBP)*

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# The President Speaks



Public education has been through a storm and ESP's are facing a tough battle, but I believe if we put these words into action -- Unite, Organize, Empower -- all things are possible. We're all in this fight together

whether you are classified or certified; we are unified, WE Are NCAE.

I am enjoying visiting your locals and recruiting new members. If you would like for me to come to your local or if you have a story to share, please contact me!

As always, it is a pleasure to be your NCESPA president and my service is just a call, or e-mail away. Let's Be Strong, Let's All Belong. Join NCAE Today!!!

*Denise McCoy*  
NCESPA president

## Straight From The Top



NCAE recently produced a video that has been distributed to local leaders throughout the state. We hope you have had the opportunity to view it and if not we encourage you to visit the NCAE Web site and watch the video at your convenience. The purpose of the video is to inform current and potential members of the history of NCAE and why it is important that educators join their professional organization. The video contains footage from the 1970 merger and early efforts to advocate for health and retirement benefits, a salary schedule and other professional rights for educators. Back then, educators understood that being an advocate for your profession was just as important as the work we did in our schools/worksites. Because of the success our predecessors achieved in securing benefits for educators, coupled with the election of several pro-public education governors, our current popula-

tion of educators has grown complacent. It has been so many years since educators have had to organize to protect our profession from harmful budget cuts and bad legislation that many of those who spearheaded our efforts have retired, leaving the young and inexperienced to face threats far greater than any we've seen.

There is a nationwide conspiracy afoot that threatens to effectively eliminate public education and divert funding to private and/or charter schools. In order to achieve their objectives proponents must first eliminate the one obstacle that stands in their way, NCAE and NEA. By now you are aware of the attempts to eliminate our right to collect dues via payroll deduction. This is but one of many attacks our association has faced this year and we anticipate many more over the next few years. Now more than ever educators need to "Stand Strong" -- united, organized and empowered -- to combat forces that seek to eliminate

public education, the great equalizer. I urge you not to allow those forces to destroy everything you've worked so hard to achieve.

There are local leaders throughout our state who desperately need your experience, wisdom and support as we prepare for what is likely to be a large number of local battles intended to bypass the governor's veto power. If ever a time presented itself when we needed your support, that time has come. If ever there was a time for NCAE members to work collaboratively to address issues that threaten us all, that time has come. If ever we hope to fend off these threats to public education and educators past and present we must stand together. Please consider how you can be an asset at the local level to protect the future of NC because ultimately, it will be our children who suffer most.

*Sheri Strickland, NCAE president*  
*Rodney Ellis Sr., NCAE vice president*

## 2011-2012 North Carolina Education Support Professionals Board of Directors

### NCESPA Executive Board

#### **President:**

Denise McCoy

#### **Vice President/Cluster 6:**

Chris Bridges

#### **Secretary/District 8:**

LaVatta Smith-Robbins

#### **Treasurer/District 7-A:**

Jameel Williams

### NCESPA District Directors

**District 1-A:** Madeline Neri

**District 1-B:** Sharon Lowery

**Cluster 2:** Darlene McCracken

**District 3-A:** Cheryl Virgil

**District 3-B:** Vacant

**District 4-A:** Lynda Simmons

**District 4-B:** Tijuana Greene

### NCESPA District Directors

**District 5-A:** Deb Kelly

**District 5-B:** Peggy Locklear

**District 7-A:** Barbara Davis

**District 7-B:** Vacant

**District 8-A:** Vacant

**District 8-B:** Mary Moore

For contact information visit: <http://www.ncae.org/cms/ESP+Board+of+Directors+2011-12/750.html>

# NC's ESPs Take NEA Convention by Storm

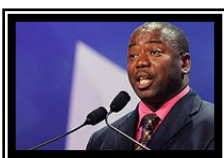
**Ernest Williams**

## 2011 NEA ESP of the Year



Education Support Professional of the Year (ESP) Ernest "Jameel" Williams energized nearly 9,000 fellow educators attending NEA's Representative Assembly (RA) with a powerful speech about the critical roles ESPs play in the lives of the nation's 49.4 million public school students.

During his remarks, Williams urged NEA delegates to "concentrate on uniting our efforts to work together as a single group of educators united in solidarity for our professional survival." In addition, he compared educators to a football team, saying "if the blockers don't block the quarterback, or the tight ends or running backs don't work together, the team is set up to be defeated because the opposing team senses weakness and that gives it an extra edge. We don't need to show division in the ranks," said Williams, a bus driver and teacher assistant from Henderson, N.C. He has worked at L.B. Yancey Elementary School for all 23 years of his education career.



"ESPs are the lifelines that help make schools operational and ensure students have a safe, clean and nurturing learning environment," said NEA President Dennis Van Roekel. "Jameel's drive and dedication to making sure his students start and finish the school day on a positive note serves as a reminder of just how important a role ESPs play in helping children succeed and achieve."

As part of his ESP of the Year award, Williams received a \$10,000 grant from the Gardner Rich Foundation of Chicago, half of which he plans to donate to the Celebrity of the Year Scholarship to help young people continue their education at a college or university of their choice.

"Jameel believes every child has the right

to learn," said North Carolina Association of Educators President Sheri Strickland. "He is a champion for the rights of ESPs and is committed to having his students believe in their full potential."

**Carol Stubbs**

## 2011 NEA C.L.E.A.N Runner-Up



Carol Stubbs isn't just a good school custodian. She's also an effective activist. She's active in her professional association, she's active politically, and she actively learns about the latest in safe, healthy cleaning practices.

Stubbs has been head custodian at Anne Chesnutt Year-Round Middle School in Fayetteville since 2003 and in the profession for more than 17 years. It was under her tenure that the school was named Cumberland County Schools Cleanest School of the Month in August 2009, an honor for the entire school community that resulted from the hard work of Carol and her custodial staff.

Stubbs and her team work tirelessly to minimize germs at Anne Chesnutt by equipping every room with hand sanitizer, diligently cleaning doorknobs and other high-touch surfaces, encouraging everyone to wash their hands regularly, and making cleaning supplies available to classrooms.

Stubbs is responsible for an 110,645-square foot building that serves 708 middle school students. She manages a six-member custodial staff, and has worked hard with the administration to protect their jobs during the prolonged recession.

She also lobbied state legislators to give custodians, teachers, firemen, nurses, and other state employees a seat at the collective bargaining table, and spoke on their behalf at Lobby Day Festivities in front of the North Carolina State Capitol building. And as the building representative for her school, she worked with county and state officials to provide the community a forum to hear from political candi-

dates before the 2010 primaries.

During Stubbs' time at Anne Chesnutt Middle, the number of student sick days has dropped, the rate of recycling has climbed, and parents and teachers continually remark on how clean and orderly the school is. "I know the work I'm doing is making a difference," says Stubbs.

A 'Head' Custodian doesn't just become a 'Head' Custodian! Webster defines it best: 'head' is a director or leader; place of leadership or honor; principal or chief. "What I can say about Ms. Carol Stubbs describes her as a strong and committed leader at Anne Chesnutt Middle School and beyond to custodians, students, teachers, administrators and all employees throughout Cumberland County Schools and all of North Carolina." ~ Gloria Moore Carter, former UniServ director, NCAE.



The teachers and staff know they can always count on Stubbs to step outside her custodial duties and be the extra set of hands at a moment's notice. Stubbs is a woman with a positive attitude and a ready smile. She loves her job and the children and staff she serves, and they love her too. Her presence on the school campus makes such a positive difference, and she represents the Cumberland County School System in a very positive light.

*NEA News Media Relations Team*

To read these story in their entirety, please visit:

**Ernest Jameel Williams**

<http://www.nea.org/home/46141.htm>

or

<http://neatoday.org/2011/03/12/2011-esp-of-the-year/>

**Carol Stubbs**

<http://www.neahin.org/cleanaward/carol-stubbs.html>

# We Were There!!!



SCAE Executive Board Meeting  
Laurinburg, NC



SCAE Association Representative Training  
Laurinburg, NC



One Voice Rally,  
Raleigh, NC



ESP Board Retreat,  
Greensboro, NC



One Voice Rally,  
Raleigh, NC



NCAE Convention 2011



One Voice Rally, Raleigh, NC



One Voice Rally,  
Raleigh, NC

## Top 10 ESP Recruiters Contest

How would you like to win an all-expense paid trip to the NEA ESP Conference? Here's your chance! NEA ESPQ will award 10 scholarships to the top NEA ESP recruiters in 2011.

Membership is the heart and soul of NEA. ESP members are the fastest growing constituency in the NEA and we want to keep it up! The 10 ESP members who recruit the most members between May 1, 2011, and December 1, 2011, and submit a signed verification form will win an all-expense paid scholarship to the 2012 NEA ESP Conference. All you need to

do is get busy signing up members. Nominees must complete the verification form and have it signed by the state executive director and state president. **Verification forms must be received by December 16, 2011.**

To access the contest guidelines, click <http://www.ncae.org/Images/Users/17/Contest%20Guidelines.pdf>. The verification document is available at <http://www.ncae.org/Images/Users/17/Top%20Ten%20ESP%20recruiters%20verification%20document.pdf>.

## For Your Information

### IMPORTANT DATES

#### November 2011:

- ◆ 13th-19th American Education Week

#### January 2012:

- ◆ 13th Martin Luther King, Jr. Banquet, Raleigh, NC
- ◆ 28th-30th NEA Mid-Atlantic Regional Leadership Conference, Arlington, VA: *NEA Leaders Standing Strong: For our students, our schools, and our members.* For more information: <http://www.nea.org/grants/19475.htm>

#### February 2012:

- ◆ 11th NCAE ESP Board Meeting, 10:00 AM, NCAE Headquarters, Raleigh, NC

#### March 2012:

- ◆ 9th-11th 2012 NEA ESP Conference, Memphis, TN, More info at: <http://www.nea.org/grants/31430.htm>

#### For more NCAE/NEA events visit:

- ◆ <http://www.ncae.org/cms/Calendar/274.htm>
- ◆ <http://www.nea.org/home/GrantsAndEvents>

### ESP OPPORTUNITIES

#### ESP President Visits to your Local:

Contact Denise McCoy at [dmccoy9652@hotmail.com](mailto:dmccoy9652@hotmail.com) or 336-817-9652.

#### District Director Vacancies:

##### Districts 3-B, 7-B, 8-A:

Contact Denise McCoy at [dmccoy9652@hotmail.com](mailto:dmccoy9652@hotmail.com) or 336-817-9652.

#### NCAE ESP of the Year:

Contact Denise McCoy at [dmccoy9652@hotmail.com](mailto:dmccoy9652@hotmail.com) or 336-817-9652.

#### Local ESP Hot Topics, Member Spotlights and Pictures for The ESP Gazette :

Contact Teresa Page at 910-995-6743 or [tkpenterprises@hotmail.com](mailto:tkpenterprises@hotmail.com).

#### NEA ESP Leader for Tomorrow:

Visit:

<http://www.nea.org/home/37956.htm> for guidelines and application.