

**NCAE ESPA BOARD POLICIES COMMITTEE**

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## **NCAE ESPA Board Policies**

### **Article I. NC ESPA Organizational Goals**

#### **1.1 Goal 1. Develop a strong program of professional advocacy for education.**

- 1.1.1 Merge groups for diversity within the community together in a working alliance to increase and promote the betterment of Public Education in NC.
- 1.1.2 Offer an enhanced selection of professional development and organizational resources for education support professionals.
- 1.1.3 Implement a public informative platform aimed at organizing and supporting Education Support Professional in public education.
- 1.1.6 Maintain professional working relationships in NC Public Schools and legislative committees dealing with education matters.
- 1.1.7 Seek legislation to ensure equity for Education Support Professionals.

#### **1.2 Goal 2. Strengthen the Association by the empowerment of Education Support Professionals.**

- 1.2.1 Increase the membership representation of ESPA through the intensive recruitment and long-range organizing membership plans.
- 1.2.2 Maintain strong political actions.
- 1.2.3 Actively engage the UniServ Program to better support and promote the membership and ESP division.
- 1.2.4 Focus ESP resources on the development of stronger leadership and membership engagement through strategic planning, training, and technical assistance.

#### **1.3 Goal 3. Promote, protect, and secure human, civil, and professional rights.**

- 1.3.1 Strengthen the protection of ESPs rights.
- 1.3.2 Provide necessary resources that will allow ESPA members to be confident in issue organizing and member self-advocacy.
- 1.3.3 Focus on promoting the local and state education policies which protect the rights of ESPs in public education.
- 1.3.4 Informing ESPs of the current law to advocate for our members.
- 1.3.5 ESPA will collaborate with organizations that protect and promote the rights of ESPs.

#### **1.4 Goal 4 Improve and balance the well-being of ESP Educators**

- 1.4.1 Improve legislative goals to increase compensation and fringe benefits at the state level for all ESPs.
- 1.4.2 Assist members in advocating for enhanced economic benefits at the local

and state levels.

### **1.5 Goal 5. Promote excellence in Public education**

- 1.5.1 Promote and collaborate for continuous improvement of curriculum and instruction.
- 1.5.2 Advocate for an equitable, sound, and quality public education for all children.
- 1.5.3 Promote professional respect among all public education support professionals.
- 1.5.4 Promote the empowerment of education support professionals in their own growth and professional development.

### **Article II. Publications**

- 2.1 NCAE ESPA will disseminate information to every member about policies, programs, and accomplishments of the ESPA.
- 2.2 The Constitution, Board Policies, and newsletter will be available to all ESPA members in the member's only section of the NCAE website.

### **Article III. Officers**

#### **3.1 Division Officers shall be President, Vice President, Secretary, and Treasurer**

- 3.1.1 Board of Directors-shall be the liaison between the ESPA and the Regional Leadership Team. At-Large directors on the ESPA Board of Directors shall have all Rights and privileges of ESP Regional directors.

#### **3.2 Nomination and Election of Officers**

- 3.2.1 Nominations and Elections shall be carried out in accordance to the NCAE/NCAE ESPA constitution Board Policies.
- 3.2.2 When no proper nomination has been received by NCAE for a regional office, that office shall be filled by the ESPA Board of Directors based on a recommendation from the Regional Leadership Team and ESPA President.
- 3.2.3 All challenges shall be addressed by the NCAE Election Challenge procedure.
- 3.2.4 Regional Directors should serve no more than two consecutive three year terms.

### **Article IV. Committees, Commissions, and Workgroups**

- 4.1 Identified Committees, Commissions, and Workgroups shall be
  - A. ESP of the Year
  - B. Budget Committee
  - C. Elections Committee
  - D. Membership/Communication

- E. Constitution/Bylaws
  - F. Board Policies
  - G. Legislative Committee
  - H. Professional Development
  - I. such other committees as the Board of Directors may find necessary
- 4.1.1 The ESPA Division President serves as an Ex-Officio member of all committees.
  - 4.1.2 All committees may have other duties as assigned by the President or Board of Directors.
  - 4.1.3 All committees may add ESP members as needed to fulfill the duties of the committee.
  - 4.1.4 Committees will have a one year term.
  - 4.1.5 The entire ESP Board will serve as the ESP State Conference Committee.

#### **4.2 General Practices**

- 4.2.1 Committees, Commissions, Workgroups may recommend projects/programs based on the charges given to them, with final approval of the Board of Directors.
- 4.2.2 All meetings of the Committees, commissions, and workgroups must be pre-approved by the president.
- 4.2.3 When the Association reserves a room for any meeting, it is the responsibility of the member for whom the room is reserved for to cancel the room not less than 24 hours prior to the meeting. Otherwise, the member will be billed for the room or will have that cost deducted from the next expense voucher.
- 4.2.4 Board of Directors must be devoted to staying for the completion of all business before the Board during all meetings.

#### **Article V. ESP of the Year**

##### **5.1 NEA/NCAE ESP of the Year**

- 5.1.1 NCAE ESP of the Year will be nominated and selected according to the NEA/NCAE ESP of the year guidelines and policies.