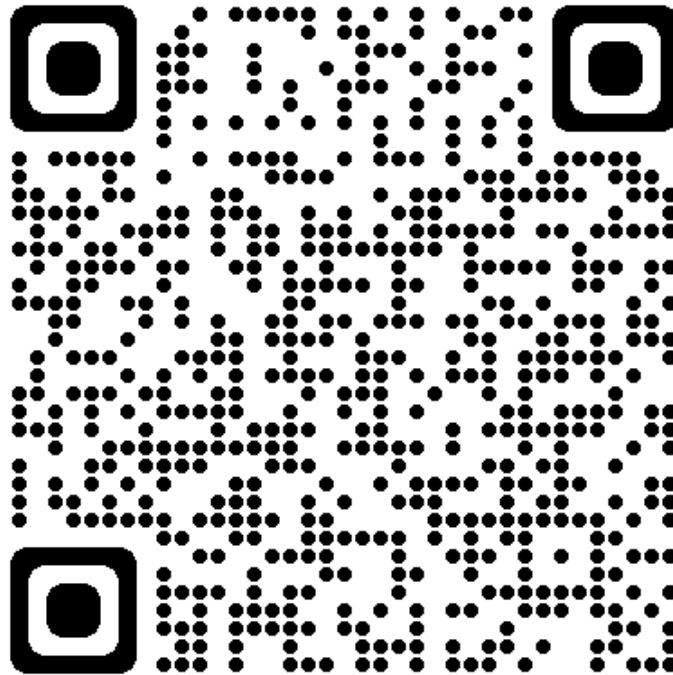




# Education Support Professionals New Hire Orientation October 23, 2023 Employee & Labor Relations Department Broward Teachers Union-Education Support Professionals

Susan Cooper, Director  
Roosevelt McClary III, ELECT SECRETARY BTU

# JOIN BTU



[WWW.BTUONLINE.COM](http://WWW.BTUONLINE.COM)



# Employee & Labor Relations Mission Statement

Employee & Labor Relations is committed to providing the highest standard of excellence and cooperation between employees, labor and management, and to ultimately provide all students with the most productive learning environment.



# Welcome New and Returning ESP Employees

## The Employee and Labor Relations Department

- Negotiate & Administer the Collective Bargaining Agreements (CBAs) for all employees, including the BTU-ESP unit
- Train and assist administrators in the management of employees



# What is a Collective Bargaining Agreement?

A collective bargaining agreement (CBA) is a written legal contract between an employer and organized labor. The CBA is the result of an extensive negotiation process between those two parties regarding wages, hours, and terms and conditions of employment.

Society for Human Resource Management (SHRM)



# What are terms and conditions of employment?

- Hours, work schedules and overtime
- Health and Welfare Benefits
- Health and Safety Issues



- Job Requirements
- Corrective Action procedures
- Work Rules
- Wages



- Subcontracting
- Grievance Procedures
- Work Assignments
- Layoff and Recall procedures



## How do I find the Collective Bargaining Agreement which covers ESPs?

1. Go to the Broward County Public Schools webpage
2. Go to the 'Directory' tab and click on 'Departments'
3. Click on Employee & Labor Relations
4. Click on the link 'Collective Bargaining Agreements' on the left side of the page
5. Select BTU-ESP Contract



# How do I find the Collective Bargaining Agreement which covers ESPs?

1. Go to the Broward Teachers Union webpage  
[WWW.BTUONLINE.COM](http://WWW.BTUONLINE.COM)
1. Click on the Education Support Professionals link under the Contracts section on the left side.





# Programs

## BTU-ESP College Credit Incentive

- Provides \$14,000 per year to fund stipends for a college credit/technical course incentive program
- \$500 shall be awarded to ESP's who earn 9 hours of college credit
- \$100 shall be awarded to ESP's who complete an education related vocation course



# Programs

## BTU-ESP College Credit Incentive

- To participate in the program, an application must be submitted and approved by the committee which oversees this program
- There are other program requirements which must be met and those are listed in the CBA under Appendix F (College Credit/Technical Course Incentive Program)



# Programs

## Sick Leave Bank

- An employee donates a day to join.
- The bank is used for personal illness or injury of participating members only.
- In order to withdraw from the Bank, the employee must go through an application process. The committee will make the determination of how many days will be awarded to the employee.
- A withdrawal is paid upon the total depletion of the employee's accrued time and complying one of the following:
  - Maximum withdrawal for one (1) illness/complication is 50 working days.
  - And/or eligibility for disability



# Programs

## Sick Leave Bank

### Membership Requirements:

1. You must be a full-time employee to participate in the Sick Leave Bank.
2. You must have worked for the School Board one (1) full year prior to enrollment.
3. Participating employees must have ten (10) days of sick leave accrual at the time of enrollment in the Bank. The bank is open for new members each October.

For all information regarding eligibility, rules and regulations governing the ESP bank, please contact the Leaves Department at 754-321-3130.



# Employee & Labor Relations Department

## Labor Relations

*Susan Cooper, Director*

*Denise Kent, Manager*

*Mauricio Hernandez, ELR Specialist*

*Dane Ramson, ELR Specialist*

**754-321-2140**



# Broward Teachers Union

*Anna Fusco, President*

*Terry Lopez Preuss, Vice President*

*Roosevelt McClary III, Secretary*

*Kenny Minchew, Treasurer*

*Bernie Kemp, Vice President BTU-ESP*

**954-486-6250**

