



Education Staff Professionals (ESP) – Professional Support Staff Employees

MISSION STATEMENT

The Mission of the Education Staff Professionals (ESP) members Bargaining Leadership Team is to develop a contract and compensation package for the OCEA Education Staff Professionals of Osceola County.

PHILOSOPHY OF BARGAINING

A contract and compensation package should recognize the differences of the groups but emphasize the commonalities.

RATIONALE

Our system shall be data driven, research based, collaborative and reflective of our customer needs.

SALARY AND FRINGES PHILOSOPHY

A leading compensation package in Central Florida

ESP GOALS

- I. To retain and compensate our quality OCEA Education Staff Professionals
- II. To attract quality OCEA Education Staff Professionals
- III. To develop a greater understanding of the school financial process by all ESP BLT members
- IV. To build a stronger contract through clarification, research and collaboration
- V. To be proactive in key OCEA Education Staff Professional educational issues

GUEST PROTOCOL

- Guests may attend bargaining meetings but may NOT speak or vote during the meetings.
- Seating at the table is limited and reserved for bargaining team members.
- Civility and orderly conduct are required for all who attend bargaining meetings (e.g., *Sections 286.011, 447.605, 877.03, 877.13, Florida Statutes; State Board of Education Rule 6A-10.081; Osceola County School Board Rules 2.70, 5.321, 6.391, 6.392, and 9.63*).
- Disruptive guests shall be removed from bargaining meetings in accordance with state law.

GENERAL MEETING ETIQUETTE

1. Respect one another.
2. Honor time limits.
3. Listen as an ally.
4. Share insights and solutions.
5. Stay focused on agenda items.



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COMMON ELEMENTS OF MEETING AGENDAS

1. Opening
 - Sign-In
 - Refreshments
 - Distribution of Materials
 - Mission Statement
 - Philosophy
 - Rationale
 - Salary and Fringes Philosophy
 - Goals
 - Speaking Order
 - Time Keeper
 - Introductions of New Bargaining Team Members and Special Guests
2. Reflection on Our Progress Together
3. Subcommittee Updates
4. Agenda Items
5. Preparation for Next Meeting
 - Selection of Agenda Items
 - Setting of Date, Time, and Location
6. Pluses/ Deltas
7. Adjournment