



ESP Bill of Rights 10-Minute Building Meeting Script



TOOLS NEEDED:

- Copies of the ESP Bill of Rights
- Endorsement Poster
- Reach App to Take Attendance

1. OPENING

Hey, thanks for your time, I know how busy you are. I wanted to get together, though, to talk about the rights we deserve when it comes to what happens here in our workplace.

2. MAKE IT PERSONAL

We know two things: that schools cannot function without us and that a lot of times these same school systems treat us like we don't exist. We bargain our pay with school board members, our county commissioners/council members fund our contracts and raises, or they don't, and our state legislators write the laws that say what we can and can't bargain over and how much money our schools get. Too often they just don't seem to think support staff matter. Some of them don't know we exist. If hoping it would change worked, our situation would have improved already. It's not going to change on its own. We have a plan to change it, and it's time we came together to do that.

3. FOCUS ON THE OTHER PERSON

What concerns you the most about your career as a support staff employee?

4. AGITATE

Use the following questions as needed to inform the conversation.

- a. "Who here makes enough money to take care of your family on, without another job?"
- b. "How many of us are doing the job of 2 or 3 people? Was this true BEFORE the pandemic?"
- c. "They called us essential during the pandemic--who here feels respected like you're essential?"
- d. "Who here feels safe on the job?"
- e. "When applying for a transfer or promotion, does the school system reward us for our years of dedication to the school system or do they just go with whoever walks in off the street?"
- f. "If you bring any concerns forward, will the school system retaliate against you in some way?"
- g. "How does that make you feel? Do you think this is fair?" "Why?"

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5. REVIEW THE BILL OF RIGHTS

The way to change this is at our bargaining table—by sticking together and standing up for ourselves. Members from our local and across the state were involved in creating the ESP Bill of Rights. Hundreds of members submitted topics, ideas, and just shared their story of being an ESP in today’s school environment. The Bill of Rights will help us win on these issues both at the bargaining table and in Annapolis with the state legislature. *READ THE BILL OF RIGHTS

6. THE “ASK”

To get the ball rolling here in our county, the first step is that we as a building vote to endorse the Bill of Rights. The more buildings that run meetings like this and endorse the Bill of Rights, the more strength our negotiators have at the table to get this done. To win, 100% of worksites across Maryland must endorse these Bill of Rights and send a clear, unequivocal message to our superintendent, school board, county commissioners, and the elected officials in Annapolis that ALL OF US will no longer accept the status quo.

- **CALL THE VOTE**

All in Favor of Voting to Endorse the ESP Bill of Rights as the staff of _____ , raise your hands. All opposed?

- **SIGN THE ESP BILL OF RIGHTS BILL OF RIGHTS**

This will be hung in our lounge/front office/etc.

- **GROUP PHOTO!**

I’ll text y’all! Post it on your social. Please also post the ESP Bill of Rights on your social media. Hashtag: #espbillofrights

7. WHAT’S NEXT?

Starting in January, we will be holding a day of action to support specific parts of the ESP Bill of Rights. Stay tuned! We need your voice to help lift up these important issues in the coming months.

Please Save that Date as our Maryland ESP Conference will be Saturday May 6th at the Maritime Conference Center in Linthicum Heights and our Summer Leaders Conference will be July 24.

Local Plug: _____