

## 2022-2023 ESPBC Victories

- Collaborated with BCPS to increase ESP-focused professional development on systemwide PD days.
- Increased the ESPBC bargaining unit by having all of the pre-kindergarten paraeducators represented by ESPBC.
- Coordinated and hosted the ESPBC/BCPS Professional Development. There were 427 participants, 17 different training courses, and 4 new members joined over a 2-day event. Mark your calendars for January 12 and January 16, 2024, for the next event.
- Met with members of the House, Senate, County Council, and Board of Education to uplift/educate elected officials on the views of ESPs.
- Filed 5 grievances and won 5 of them.
  - Summer leave-10-month employees can accrue and use leave when working summer programs.
  - Step advancement for mid-year hires: Employees hired throughout the year received step advancement on July 1.
  - Leave accrual for mid-year hires: Employees hired throughout the year receive a prorated amount of sick leave in their first year of service. Effective July 1, all the leave is advanced as if you are a 2<sup>nd</sup> year employee. BCPS restored the leave for hundreds of affected employees in May 2023.
  - A member was placed on the wrong step after returning from leave. This resulted in the member receiving backpay for multiple years.
  - Evaluation: An employee's evaluation was amended to reflect the correct rating.
- Over the summer, ESPBC employed 4 member organizers who contacted over 300 members, shared union updates, asked for input on ESPBC priorities, and recruited 60 people to get more involved.