



TOGETHER WE CAN MAKE A GOOD JOB GREAT!



**SCHOOL
SUPPORT
STAFF**



**Join the fight for a
living wage, fairness,
and respect!**

The MSEA ESP Bill of Rights

Education Support Professionals (ESPs) are essential employees and critical to the success of our public schools. School districts must commit to lifting up ESPs by respecting their skills, job categories, and vital contributions to student well-being and school climate.

LIVING WAGE

One job should be enough for every ESP. ESPs should not have to work multiple jobs to maintain financial independence.

RETIREMENT

ESPs have a right to a secure retirement. All years of service should count towards a pension.

AFFORDABLE HEALTH CARE

All ESPs should have access to the same health insurance as other school employees. No ESP should get a “zero-dollar” paycheck to pay health insurance premiums.

SAFE AND HEALTHY WORK ENVIRONMENT

ESPs deserve a safe and healthy workplace—one that is free of violence and physical, verbal, and emotional abuse and free of exposure to hazardous materials and includes safely maintained equipment. ESPs deserve clear safety protocols, appropriate supplies, trainings on workplace regulations, and whistleblower protections.

PAID LEAVE

ESPs deserve paid leave, including personal days, sick days, parental leave, and Family and Medical Leave Act (FMLA) benefits.

WORKLOAD AND STAFFING

ESPs have a right to a workload that allows them to excel in their assigned positions. ESPs deserve a voice in establishing fully staffed shifts, clear work protocols, and resources that support their job.

JOB SECURITY

ESPs need a reasonable expectation of renewal year-to-year, a fair probation period, and strong just cause provisions.

CAREER ADVANCEMENT

ESPs deserve accessible professional development leading to career advancement opportunities. Seniority rights must be protected as ESPs pursue promotions, request transfers, and at times of layoffs or furloughs.

PRIVATIZATION

ESPs should be free of the threats of privatization that risk the stability of school communities, silence the voice of employees, and further undermine the value of their contributions and their jobs.

RIGHT TO A UNION

ESPs deserve a strong voice in their workplace—that includes the right to join their union and fight for the rights and protections they deserve. Their union should be free of interference from management and elected officials.