

Join the movement for a living wage, fairness, and **rESPect** for school support staff!

#ESPBillOfRights



Education Support Professionals (ESPs) are critical to the success of our nation's public schools. Education leaders and policymakers must commit to investing in ESPs, respecting their professional expertise, and recognizing their vital contributions to student learning and well-being.

✓ **Fair Compensation**

One job should be enough! ESPs should not have to work multiple jobs to maintain financial independence. Those who do not have a full 12-month contract should be eligible for unemployment benefits during the summer or time they are laid off.

✓ **Recognition and Respect**

ESPs play a vital role on the education team and in students' lives inside and outside the classroom. They keep our schools running and our students safe, healthy, and ready to learn every day. They deserve to be respected and recognized as accomplished professionals.

✓ **Safe and Healthy Work Environment**

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

✓ **Affordable Healthcare**

ESPs should have access to affordable health insurance.

✓ **Paid Leave**

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

✓ **Professional Learning and Career Advancement**

ESPs deserve high-quality, job-related professional learning and accessible opportunities for career advancement. Seniority rights must be protected when ESPs pursue promotions and request transfers, and at times of layoffs or furlough.

✓ **Workload and Staffing**

ESPs have the 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 careers.

✓ **Retirement**

ESPs have the right to a secure retirement. All their years of service should count toward a pension.

✓ **Protection from 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 the services they provide in their jobs.

✓ **Right to Bargain**

ESPs deserve a strong voice in their workplace that includes the right to join their union and advocate for the rights and protections they deserve. Bargaining and advocacy ensure they enhance student learning and improve educator working conditions—benefiting students, schools, and the community as a whole.



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