

# THE MICHIGAN ESP BILL OF RIGHTS

## ONE JOB SHOULD BE ENOUGH

Education Support Professionals (ESPs) play a critical role in our local public schools. Employers and elected officials must recognize the vital contributions ESPs make to student success by ensuring we are treated with the respect and dignity we have earned.

### Michigan Education Support Professionals are calling for the following reforms:

- 1 A thriving wage that can support a middle-class family**, so we can put food on the table, shop at our local small businesses and save for our children's future.
- 2 Good healthcare and leave benefits**, including full-family health, dental and vision coverage; time off for illness, parental needs and personal days; disability and life insurance; and unemployment benefits for 10- and 11-month employees.
- 3 Stronger workplace safety standards** with clear safety protocols; appropriate supplies; zero exposure to hazardous materials; safely maintained equipment; a workplace free of physical, verbal or emotional abuse; and whistleblower protections.
- 4 A secure and dignified retirement** with post-retirement insurance benefits; all years of service counted toward pension benefits; and a payout of all accumulated leave days to a 403(b) or 401(k) account upon retirement.
- 5 Professional development and advancement opportunities**, including regular training, onboarding assistance and the opportunity to earn continuing education credits.
- 6 A secure job we can count on** with a reasonable assurance of employment; a shorter and fairer probationary period; and protections against job privatization.

ESPs are equal partners in all aspects of public education, and we deserve rESpect. After all — one job should be enough.

