

**MICHIGAN ESP BILL OF RIGHTS
STANDING MEETING
PRESENTATION TEMPLATES**

HIGHER EDUCATION



MICHIGAN EDUCATION SUPPORT
PROFESSIONALS
BILL OF RIGHTS

...BECAUSE ONE JOB SHOULD BE ENOUGH!

SCHOOL BOARD

Good evening, members of the Board;

I'm here in support of the Michigan ESP Bill of Rights — because one job should be enough.

When we talk about Education Support Professionals, we often think about K–12 schools. But ESPs also serve in our higher education institutions: community colleges, universities, and technical centers. They are academic advisors, lab technicians, library staff, custodial crews, IT support, financial aid specialists, and administrative professionals who keep our campuses running every single day.

[Use **Thriving Wage tool** to calculate] According to the MIT Living Wage Calculator, the living wage in [County Name] County is \$____ per hour. Many ESPs — both in K–12 and in higher education — earn significantly less than what it takes to truly live and thrive here.

That gap represents real people. It represents workers who support students from kindergarten through college graduation — yet may struggle to afford housing, healthcare, or childcare in the very communities they serve.

The Michigan ESP Bill of Rights calls for:

- ➔ A thriving wage tied to the real cost of living
- ➔ Affordable healthcare and paid leave
- ➔ Safe working conditions and modern equipment
- ➔ Professional growth and training opportunities
- ➔ Retirement security
- ➔ Job stability for the sake of student continuity

From early learners to first-generation college students, ESPs are often the steady, trusted adults who help students navigate critical transitions. When they are underpaid and overextended, students feel that instability. When they are supported and retained, students succeed.

We are asking for your endorsement of the Michigan ESP Bill of Rights as a framework for dignity and stability — and as a public statement that one job in public education, at any level, should be enough.



MEA UNION MEETING

Good evening, MEA union family;

I want to take a few minutes to highlight the Michigan ESP Bill of Rights and why it matters for higher education. This campaign is led by Education Support Professionals — the staff who keep our colleges and universities running every day. These are the lab technicians, library staff, IT professionals, administrative assistants, custodians, academic advisors, financial aid staff, and campus services teams who make learning possible for thousands of students.

The Bill of Rights sets baseline standards for dignity, stability, and fairness, including:

- ➔ A thriving wage that reflects the real cost of living in each community
- ➔ Affordable healthcare and paid leave
- ➔ Safe working conditions and modern equipment
- ➔ Opportunities for professional development and training
- ➔ Retirement security
- ➔ Job stability so students see consistent, trusted adults supporting their education

These standards give higher education ESPs a voice and ensure they have the resources and stability to serve students effectively — from first-generation college students to those completing advanced degrees.

The power of this campaign grows exponentially when all MEA members — both ESPs and EAs — stand together. When our faculty, adjunct, and administrative professionals endorse the Bill of Rights alongside support staff, it sends a unified message: improving conditions for one group strengthens the entire educational community. EA support matters because it amplifies ESP voices, demonstrates solidarity across job classifications, and shows policymakers and administrators that these priorities are shared by everyone in higher education.

By standing together, we can ensure that every adult who supports students on our campuses is able to do so with dignity, stability, and the resources they need to succeed. With that, we are asking you to stand with us — and to help lead the way.



OTHER UNION MEETING

UAW, SEIU, AFT, etc.

Good evening, union family;

I'm here in solidarity and in support of the Michigan ESP Bill of Rights — because one job should be enough.

Education Support Professionals work across the entire education system. In higher education, they are administrative professionals, lab specialists, campus maintenance workers, clerical staff, advisors, IT support, food service workers, and facilities teams. They are the backbone of our colleges and universities.

Yet too many of these union members — both in K–12 and in higher education — are paid below what it takes to live in their own communities.

[Use [Thriving Wage tool](#) to calculate] According to the MIT Living Wage Calculator, the living wage in [County Name] County is \$____ per hour. Many ESP classifications fall below that benchmark.

This isn't just an education issue. It's a labor issue.

When campus support staff are underpaid, it weakens standards for all workers. When we raise the floor for one group of workers, we strengthen bargaining power across sectors.

The Michigan ESP Bill of Rights calls for:

- ➔ A thriving wage tied to real local costs
- ➔ Healthcare and paid leave
- ➔ Safe and modern workplaces
- ➔ Professional advancement
- ➔ Retirement security
- ➔ Stable jobs that protect student continuity

Higher education ESPs support workforce development, skilled trades programs, healthcare training, and degree completion pathways. They are critical to our state's economic future.

We are asking our union siblings to endorse the Michigan ESP Bill of Rights and stand in solidarity with ESPs across K–12 and higher education.

Because when we fight for dignity in one sector, we move the standard for all.

And because one union job — at any level of education — should be enough.



COMMUNITY / CITY COUNCIL MEETINGS

Good evening, [insert audience, mayor, council members, and community members];

I'm here tonight in support of the Michigan ESP Bill of Rights — because one job should be enough.

Education Support Professionals serve our community across the full educational pipeline — from preschool classrooms to university campuses. In higher education, they are the advisors helping students register for classes, the financial aid staff guiding families through complex systems, the lab technicians supporting workforce training, the IT professionals keeping campuses connected, and the custodians maintaining safe learning environments.

These workers are essential to our local economy and to student success.

[Use [Thriving Wage tool](#) to calculate] According to the MIT Living Wage Calculator, the living wage in [County Name] County is \$____ per hour. Yet many ESPs in both PK–12 and higher education earn less than that amount.

When campus staff cannot afford to live in the communities where they work, it impacts retention, institutional stability, and the student experience — especially for first-generation and working-class students who rely heavily on support staff for guidance.

The Michigan ESP Bill of Rights establishes baseline standards for dignity and stability, including:

- A thriving wage
- Affordable healthcare and paid leave
- Safe working conditions
- Access to professional development
- Retirement security
- Job stability

This is not about mandates. It is about community alignment around the belief that the people who support our students — whether they are six years old or twenty-six — deserve to thrive in the same community they serve.

We are asking for your public support and endorsement of the Michigan ESP Bill of Rights so that together we can strengthen our schools, our colleges, our workforce pipeline, and our local economy.

Because one job should be enough.



FOR ALL MEETINGS



If they vote to support, have a representative complete the **Organizational Endorsement** on its behalf:

Michigan ESP Bill of Rights Organization Endorsement – Fill out form



If they prefer to **endorse individually**, they can do so here:

<https://secure.ngpvan.com/0v7xnvwAJUWU5GPzD0LMBw2>

