

MICHIGAN ESP BILL OF RIGHTS STANDING MEETING PRESENTATION TEMPLATES

PreK-12



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.

[Use **Thriving Wage tool** to calculate] Do you know what it actually costs to support a family here in [County Name] County? The living wage for our county is \$____ **per hour**, while the average hourly wage for our Education Support Professionals in this district is \$____ **per hour**.

When we compare those two numbers, it clearly shows a gap between what it takes to truly thrive in this community and what many of our support staff are currently earning. These are not statewide averages — these are our local numbers, pulled directly from the MIT Living Wage Calculator. This gives us a clear, objective metric to understand the urgency of this campaign and why your support matters.

The Michigan ESP Bill of Rights is a statewide campaign led by Education Support Professionals across Michigan to establish baseline standards of dignity and stability for the people who keep our schools running. It calls for:

- ➔ A *thriving* wage that reflects the real cost of living in each community
- ➔ Affordable healthcare and paid leave
- ➔ Safe working conditions and modern equipment
- ➔ Access to training and professional growth
- ➔ Retirement security
- ➔ Job stability so students see consistent, trusted adults in their schools

This is not a mandate or a demand placed on this Board. It is a framework — a shared commitment to work collaboratively toward contractual improvements locally, while building momentum for broader legislative change statewide.

What we are asking from you tonight is your support. We are asking you to consider endorsing the ESP Bill of Rights — either individually or as a Board — so we can work together toward solutions that strengthen both our workforce and our schools.

Education Support Professionals are the people your children and grandchildren see every single day — the bus driver who ensures they arrive safely, the paraprofessional helping them master reading, the custodian maintaining a clean and healthy building, the secretary who greets them when they walk in.

They are not extras. They are essential partners in public education.

When support staff cannot afford to live in the communities they serve, students experience that instability. When they are supported, respected and able to stay in their roles long-term, students thrive.

We are asking you to stand with the people who stand with our children every single day — and to help lead the way. Because one job 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 this campaign is so important for our education community. This effort is led by Education Support Professionals — the paraprofessionals, bus drivers, custodians, administrative staff, lab technicians and other campus support professionals who keep schools and higher education institutions running every single day.

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

- ➔ A thriving wage that reflects the real cost of living in each community
- ➔ Affordable healthcare and paid leave
- ➔ Safe working conditions and modern equipment
- ➔ Professional development and training opportunities
- ➔ Retirement security
- ➔ Job stability so students see consistent, trusted adults in their schools and on campuses

This is more than a set of goals — it's a framework that gives ESPs a voice in shaping the conditions that directly impact their work and their lives.

But the real power comes when all branches of MEA membership — ESPs and EAs alike — stand together. When EAs endorse the Bill of Rights alongside support staff, it shows that our schools and campuses are unified: that improving conditions for one group strengthens the entire educational team. EA support matters because it amplifies ESP voices, builds solidarity, and signals to policymakers and school leaders that these are priorities the entire profession shares.

By standing together, we can help ensure that every adult who supports students — from Pre-K through college — is able to do so with dignity, stability, and the resources they need to succeed. We are asking you to stand with us — and to help lead the way. *Because one job should be enough.*



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.**

Across our labor movement, we share a common belief: working people deserve dignity, stability and a wage that allows them to live — not just survive — in the communities they serve.

[Use **Thriving Wage tool** to calculate] Do you know what it actually costs to support a family here in [County Name] County? According to the MIT Living Wage Calculator, the living wage for our county is \$____ per hour. Meanwhile, the average hourly wage for Education Support Professionals in this district is \$____ per hour.

That gap represents more than numbers on a page. It represents members working second and third jobs. It represents families stretched thin. It represents workers who show up every day for students while struggling to make ends meet themselves.

These are not statewide averages — they are our local numbers. They give us an objective, data-driven picture of the urgency facing working families right here.

The Michigan ESP Bill of Rights is a statewide, worker-led effort to establish baseline standards of dignity and stability for the people who keep our schools running. It calls for:

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

This is not about mandates. It is about solidarity. It is about aligning our unions around the principle that no worker — in any sector — should have to work multiple jobs to live with dignity.

When Education Support Professionals are underpaid, it impacts entire communities. When they are supported and able to remain in their roles long-term, students benefit, families benefit and our labor movement grows stronger.

We are asking our labor family across unions to stand in solidarity with ESPs by endorsing the Michigan ESP Bill of Rights and amplifying this campaign within your own locals and networks.

Because when we lift one group of workers, we lift all workers.

And because one job — union job — should be enough.



COMMUNITY / CITY COUNCIL MEETINGS

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

Thank you for the opportunity to speak tonight. I'm here in support of the **Michigan ESP Bill of Rights — because one job should be enough.**

I want to start with a simple question: What does it actually cost to live in [County Name] County?

[Use **Thriving Wage tool** to calculate] According to the MIT Living Wage Calculator, the living wage in our county is \$____ **per hour**. The average hourly wage for many of our local Education Support Professionals — the people who work in our public schools as paraprofessionals, bus drivers, custodians, secretaries, food service workers and aides — is \$____ **per hour**.

That gap tells a clear story. It shows the difference between surviving and thriving in our own community. These are local numbers, not national averages. They reflect the real cost of housing, food, childcare, healthcare and transportation right here at home.

The Michigan ESP Bill of Rights is a statewide, worker-led effort to establish baseline standards of dignity and stability for the people who keep our schools running every day. It calls for:

- ➔ A thriving wage that reflects the real cost of living
- ➔ Affordable healthcare and paid leave
- ➔ Safe working conditions and modern equipment
- ➔ Access to training and professional growth
- ➔ Retirement security
- ➔ Job stability so students see consistent, trusted adults in their schools

This is not a mandate on this body. It is a framework — a shared commitment to work toward solutions locally while building broader momentum statewide.

Education Support Professionals are often the first adults students see in the morning and the last they see in the afternoon. They are the bus drivers ensuring safe transportation. The paraprofessionals helping students master reading and math. The custodians maintaining clean and healthy buildings. The office staff greeting families with care.

They are not behind-the-scenes extras. They are essential to student success and to the stability of our community.

When school support staff cannot afford to live in the communities they serve, we all feel the consequences — through staffing shortages, turnover, and instability for students. When they are supported, respected and able to stay long-term, our schools are stronger and our community is stronger.

Tonight, we are asking you to stand with the people who stand with our children every single day. We are asking for your endorsement of the Michigan ESP Bill of Rights and your public support for the principle that working people in our community deserve dignity, stability and the ability to thrive.

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>

