



RESOLUTION OF SUPPORT

for Locals (ESP, Certified, and Higher Ed) and School Boards

WHEREAS, Education Support Professionals (ESPs) are the backbone of Pre-K through 12 public education and also work in higher education institutions; more than half a million Education Support Professional members across the country take care of our children every day; they ensure all students have the tools they need to succeed in our schools, classrooms, and higher education institutions; ESPs are comprised of nine career families working in clerical services, custodial and maintenance services, food services, health and student services, security services, skilled trades, technical services, and transportation services and as paraeducators; ESPs are not treated, respected, nor valued the same as teachers; and

WHEREAS, ESPs interact daily with students, parents, and staff; responsibilities include, but are not limited to, processing and maintaining vital, confidential data and student records; and

WHEREAS, ESPs keep schools open, operational, safe, accessible, and clean for students, staff, and the community at all times; they are responsible for ensuring proper indoor air quality and for complying with ROE state regulations and federal OSHA standards for safety operations in the school buildings; and

WHEREAS, ESPs ensure that students have access to safe and nutritious meals and ensure that school districts are complying with the federal free and reduced meal guidelines; and

WHEREAS, ESPs perform a wide variety of health assistance that improves and protects student health and welfare; their responsibilities include, but are not limited to, traditional tasks of providing first aid, monitoring immunizations, conducting health screenings, and assisting sick and injured children; ESPs also provide education that encourages students to maintain good health independently; and

WHEREAS, ESPs perform professional responsibilities that contribute directly to student achievement by providing direct services to students and their families, including academic, social emotional, behavioral, English as a second language, special education, and medical and life skills support for general education to ensure all students receive fair and equitable educational opportunities; and

WHEREAS, ESPs have a clear understanding of not only security techniques but also the unique nature of the school population with whom they work; on a broader level, they are active in designing and implementing security policies and crisis response plans; and

WHEREAS, ESPs maintain and improve the physical quality of school buildings, offices, and facilities; they work behind the scenes to repair, maintain, and operate machinery that is essential to the smooth functioning of the school; and

WHEREAS, ESPs lead the effort to maintain high standards of technology and communication in our schools; they install, repair, and upgrade computers and networks that enable the timely communication of essential information between parents, school district employees, and students; and

WHEREAS, ESPs transport students to and from school safely, and an ESP is the first people to greet each student in the morning and last to say goodbye as they return home; ESPs operate and maintain all of a school system's vehicles; in addition to driving, often in bad weather or heavy traffic, they are responsible for first aid and emergency evacuation procedures, student conduct and discipline, and the safe transportation of students with special needs; all employees in a district's transportation department stay up-to-date on new safety requirements, regulations, and policies; and

WHEREAS, The starting salaries of many ESPs remain below a living wage in the state of Illinois according to the ISBE Non-certified Salary Study; ESPs also often do not qualify for health benefits or use most or all of their wages to pay for health benefits; some ESPs earn at or near poverty level and qualify for government assistance; many ESPs must work more than one job to provide for their families; therefore, be it

RESOLVED, By _____, that Education Support Professionals in public schools should be treated with the same respect, recognition, value, and standards as teachers and should be recognized as providing invaluable services to school communities; and be it further

RESOLVED, That we urge the Illinois General Assembly to enact solutions that include, but are not limited to, legislated salary parity, quality, accessible professional development and training, mandated access to health benefits, and summer unemployment insurance for all education support professionals.

Organization Name: _____

Leader Name: _____ **Leader Name:** _____

Leader Title: _____ **Leader Title:** _____

Date: _____

