



Annual Delegate Assembly

RESOLUTION FORM_2023

RESOLUTION# -

To be filled in by MSCA

Resolution to Endorse the MTA PreK-12 ESP Bill of Rights

5/4/2023

RESOLUTION NAME

DATE/TIME

Karen Woods Weierman

Worcester State

DELEGATE MAKING MOTION

UNIVERSITY AFFILIATION

Vicki Gruzynski

Worcester State

DELEGATE SECONDING MOTION

UNIVERSITY AFFILIATION

According to MSCA Standing/Special Rules: With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED: See Below

RESOLUTION: See Below

Resolution to Endorse the MTA PreK-12 ESP Bill of Rights

WHEREAS, Education Support Professionals in Massachusetts public schools play critically important roles in classrooms, providing individual and small-group instruction to students with disabilities, supporting English learners, driving buses, preparing meals, keeping schools clean, and performing other educational support functions;

WHEREAS, ESPs are not paid a living wage, the vast majority earning under \$30,000 a year; **WHEREAS**, some ESPs receive a “zero-dollar check” in order to afford health insurance premiums;

WHEREAS, ESPs continue to be victims of workplace bullying and abuse and need fully staffed programs and other resources, clear protocols, OSHA trainings, and whistleblower protections;

WHEREAS, just like all Massachusetts residents, ESPs deserve access to Family and Medical Leave benefits and protections no matter how many hours a week they work;

WHEREAS, too many ESPs do not know if they will have a job from one year to the next;

WHEREAS, ESPs deserve a strong voice in their school, access to training and professional development, and a role on employee committees in all school districts; and

WHEREAS, the majority of Education Support Professionals earn less than \$30,000 a year (despite the fact that 80% have college degrees) and find it difficult to climb the education career ladder, as they don’t earn enough to pay for more education or even pay down their existing student debt; now, therefore, be it

RESOLVED,

1. That the MSCA endorses the MTA PreK-12 Education Support Professionals Bill of Rights for ● A Living Wage
 - Affordable Health Insurance
 - Health and Safety Provisions
 - Paid Family and Medical Leave
 - Job Security
 - Recognition as Educators
 - Affordable Education to Strengthen Careers.

2. That the MSCA will join in advocacy for legislative changes that uplift the working conditions of Education Support Professionals.

RATIONALE: The MTA has called on local chapters to endorse the PreK-12 ESP Bill of Rights, and dozens of locals have already done so. We believe it is a powerful framework for ESP contract gains and that we should express our solidarity.

The full text of the PreK-12 ESP Bill of Rights and additional information can be found on the MTA web site. <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

RESOLUTIONS must be submitted to the Presiding Officer prior to the commencement of the meeting. Those submitted by 5:00 pm on Wednesday, May 3 will be distributed to the delegates prior to the meeting. Resolutions will be considered in the order in which they are received.

Submit to: president@mzcaunion.org

If you have any questions, please contact Joanna Gonsalves, Vice President of the MSCA at vicepresident@mzcaunion.org