OEA ESP BILL of RIGHTS



A Living Wage

One job should be enough for every ESP. ESPs should not have to work multiple jobs to have financial independence. ESPs should have a thriving wage and not live paycheck to paycheck.

Retirement

All ESPs have a right to TRS in Oklahoma and should be paid by their school district. All years of service should count towards a pension and secure retirement.

Affordable Health Care

All ESPs should have access to the same health insurance as other school employees. No ESP should receive a zero dollar paycheck in order to afford health insurance premiums.

Safe and Healthy Work Environment

ESPs deserve a safe and healthy workplace that is free of violence and physical, verbal, and emotional abuse. The workplace should be free of exposure to hazardous materials and include safely maintained equipment. In order to provide a safer work environment in our school, ESP's need adequate supplies, fully staffed programs, clear protocals, employer provided trainings on OSHA rules and whistleblower protections.

Paid Leave

ESPs deserve paid leave, including sick days, personal days, parental leave and FMLA benefits.

A Voice for ESPs

ESPs should have a voice and a seat at the table when decisions are made about their schools and professions.

Job Security

ESPs should have a reasonable expectation of renewal of their position from year to year.

Privatization

ESPs should be free of the threats of privatization that could rob them of their job.
Privatization would undermine the value of their retirement and their jobs.

Right to a Union

ESPs deserve to have a voice that includes the right to join a union and fight for their rights. The union should be free of interference from elected officials and management.