

EDUCATION SUPPORT PROFESSIONALS-- WHY JOIN??



Join the community!

ALL education professionals are important in the lives of students and in the vital work that goes on every day in our public schools.

Benefits of Membership

- Professional growth opportunities
- Access to free member workshops, conferences, and opportunities to participate in programs at the local, state, and national level
- Protection through a \$1 million Educators Employment Liability Program
- Legal services for work-related issues
- Discount programs
- Financial services and other member benefits
- A voice in lobbying to protect and enhance employee rights
- Being a part of the unified Association of educators and support professionals: the Lincoln Education Association (over 2,300 members), Nebraska State Education Association (around 28,000 members), and National Education Association (around 3 million members)

Who is entitled to ESP Membership?

Education Support Professionals are employees who are not required to hold a teaching or administrative certificate but are part of the staff supporting the education of students. This may include para-educators, sign language interpreters, secretarial personnel, food service, custodians, transportation personnel, maintenance personnel, and technicians.

Job Protection Q & A

Q: Do ESPs have the same job protection rights as teachers?

A: No. Only certificated school employees have guaranteed due process through state statutes. Job protection for ESP employees will have to be gained through bargaining or legislative action. NSEA has proposed dismissal rights legislation and continues to lobby job protection rights for ESP employees.

Q: What statutory & constitutional rights to ESP employees have, relating to unfair dismissal, reprimand, or suspension?

A: Because ESP employees are considered 'at-will' employees, they do not have specific statutory job security. Those rights would have to be established either through negotiated agreements or legislation. ESP employees do have rights found via constitutional prohibitions/rights or statutory constraints. For example, they cannot be discriminated against based on race, creed, or marital status. There are other protections provided via the Fair Labor Standards Act.

Association Dues

ESP dues are proportional to the salary you earn. Details of dues structures are available on the ESP membership agreement form, which can be found under the "Join LEA" tab on the LEA website.

**Lincoln Education Association
4920 Normal Blvd.
Lincoln, NE 68506
402-489-7500
www.lincolneducationassociation.org**