



REAL SOLUTIONS FOR KIDS & COMMUNITIES



Support Sen. Ed Markey's Paraprofessionals and Education Support Staff Bill of Rights

Paraprofessionals and Education Support Staff Bill of Rights

FAIR PAY, JOB SECURITY & SAFE WORKING CONDITIONS

Paraprofessionals and education support staff should:

- Receive **livable, competitive wages**;
- Have access to **high-quality, affordable healthcare**;
- Have at least **16 weeks of paid family and medical leave**, and paid leave for school/college closures;
- Have access to **training and professional development opportunities**;
- Have enough **resources and supplies to do their jobs**, including up-to-date technology and personal protective equipment;
- Have **a say in the policies that impact their working conditions**, including around the use of electronic monitoring and AI in schools and colleges;
- Be able, where appropriate, to **be involved in individualized education plan meetings for students** they work with;
- Have **safe and healthy workplaces**, and a way to report workplace concerns;
- **Not experience understaffing** that makes it impossible to do their jobs effectively, efficiently and safely; and
- Have **year-round job security**, rather than be laid off and rehired each year.

Schools and colleges should:

- **Negotiate collective bargaining agreements in good faith** with unions representing school and college support staff.



Support All Education Support Staff and Cosponsor S. Res. 158

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