

# What are Educational Support Professionals (ESP) ?

An ESP is a school employee whose position is instructional in nature or who provides other direct or indirect services to students and/or their parents. A teacher or another professional has the ultimate responsibility for the design, implementation and evaluation of individual education programs and student progress. ESP's have become important contributors to education programs operated by the public schools.

The use of ESP's has increased in special education and its related services. Their responsibilities have grown as school districts have sought to meet the national and state mandates for improved and individualized services to special needs students. Therefore, the ESP's roles have expanded to provide direct instructional, therapeutic, vocational, health and other related services to these students.

ESP's, like all school personnel, are representatives of the school in the community. The important role that ESP plays as a link between the school and community has long been recognized. ESP's usually live in the local community and have their roots there. They can serve as an extraordinarily valuable resource by sharing personal knowledge of the cultural heritage and values of the community with teachers and other staff members not living in the community.

The Board of Education recognizes Local 59 as the certified exclusive representative for all Educational Support Professionals whose employment service exceeds the lesser of fourteen (14) hours per week or thirty-five percent (35%) of the normal workweek and more than sixty-seven (67) work-days per year; including but not limited to:

*Aide to the Principal*

*Associate Educator (with class options of):*

- *Behavior Resource*
- *Bilingual*
- *Community Resource*
- *Interpreter for Hearing Impaired*
- *Media Resource*
- *NCLB/ESEA Support*
- *PDP Mentors*
- *Special Education Bilingual*
- *Title I Computer Resource*
- *Transportation Resource*

*Bilingual Program Assistant*

*Certified Occupational Therapist Assistant*

*Certified Physical Therapist Assistant*

*Community School Coordinator*

*Educational Assistant*

*Family Learning Ass't Child Care Worker*

*Family Learning Child Care Helper*

*Family Learning Child Care Worker*

*Health Educator*

*Instructional Technology Assistant*

*Instructional Technology Support Specialist*

*Minneapolis Kids Child Care Assistant*

*Minneapolis Kids Site Coordinator*

*Program Aide*

*School Success Program Assistant*

*Special Education Assistant*

*Transportation Resource Assistant*

The term Educational Assistant refers to all job classifications within the bargaining unit.