



Education Support Professionals: Why Join NSEA?

**There is strength in numbers!
Together, we can make
good things happen.**

With more than 23,000 members, the **Nebraska State Education Association** is the largest employee organization in the state. This numerical strength translates into advocacy and service – for improved pay and working conditions, rights on the job, improved education for the students we serve, and great deals on products and services our members need.

- Secure better pay, benefits, and working conditions
- Gain Professional Development and leadership training
- Have strong, effective representation in job-related disputes
- Be insured with life, health, disability, and casualty insurance programs
- Receive on-the-job liability insurance of up to \$1 million
- Get credit, loan, savings, investment, and discount services
- Speak out for our concerns at the school board and the Legislature



Education support professionals are the backbone of our schools. Without them, the lights wouldn't shine, the bells wouldn't ring, and the classrooms wouldn't function. From the bus ride to the lunch line, and from the front office to the classroom, ESPs are essential to keeping our schools running and our students safe, supported, and ready to learn.

— Tim Royers, NSEA President



Call your NSEA representative today at (800) 742-0047 or email questions to membership@nsea.org

The Value of Membership

NSEA and NEA provide services and resources to help members reach their individual financial goals, security, and solutions.

- Leadership and Bargaining Trainings
- Access to a Wide Variety of Benefits
- Meets ESP Professional Needs
- Provides a Voice in Legislation
- Financial Services & Loans
- Access to NSEA Professional Field Staff
- Enhanced Employee Rights
- Meets ESP Personal/Consumer Needs
- NEA Complimentary Life Insurance
- Access to Discount Programs
- One-on-One Financial Counseling

Education Support Professionals (ESP): Questions & Answers

Who qualifies for ESP membership?

Anyone employed in a non-certificated role that supports students—such as para-educators, secretaries, food service workers, custodians, bus drivers, and tech staff.

Are ESPs in the same local association as teachers?

It depends. ESPs can either:

- Join a wall-to-wall unit with teachers (if local bylaws allow), sharing full local membership rights while bargaining separately; or
- Form a separate ESP Association with their own bylaws and leadership.

What benefits do ESP members receive?

- Liability Insurance
- Limited Legal Assistance
- Leadership & Bargaining Training
- NSEA Field Staff Support
- NEA/NSEA Member Discounts

Do ESPs have job protection?

Not the same as teachers. ESPs are generally “at-will” employees without statutory due process. Protections must be negotiated locally or secured through legislation. NSEA continues to advocate for ESP job rights.

What legal rights do ESPs have?

They are protected from discrimination (e.g., race, creed, marital status) and covered by laws like the Fair Labor Standards Act (e.g., for overtime pay).

How are ESP dues calculated?

Dues are proportional to salary, with local dues set by the local association.

What success has NSEA had in supporting ESPs?

NSEA has helped ESPs:

- End discriminatory benefit practices
- Secure back pay for unpaid hours
- Enforce job assignments
- Win health insurance and multi-year contracts
- Gain recognition and bargaining rights
- Reverse dismissals and restore pay after hour cuts



NSEA ensures ESPs are respected, protected, and heard.