How Custodial and Maintenance Education Support Professionals Make Public Schools Great for Every Student

Custodial and maintenance professionals make public schools great by keeping schools clean and safe for students, staff and the community. In addition to performing the heavy cleaning and groundskeeping duties that are most often associated with our jobs, custodians and maintenance professionals perform a dizzying array of other tasks, such as clearing snow, making electrical repairs, cleaning up spills, painting, maintaining boilers, and any number of other necessary activities. One of our most important responsibilities is to ensure proper indoor air quality, uniform temperatures, and healthful ventilation.

We’re NEA Partners in Education
Custodial and Maintenance Services ESPs
Together we make things happen.
and Proud of It!

CUSTODIAL and MAINTENANCE SERVICES

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To order additional copies of this brochure, send your request to esp.program@nea.org
WE KEEP SCHOOLS CLEAN AND SAFE.
WE MAKE SCHOOL GROUNDS ATTRACTIVE.
WE MAINTAIN A COMFORTABLE AND HEALTHY CLIMATE.

Fast Facts about NEA’s Custodial and Maintenance Services ESP Members
94% of us work full time.
84% work in school buildings.
60% are male.
71% are married.
Our average age is 52.
On average, custodial-maintenance ESP members have belonged to NEA for 10 years.

Custodial and Maintenance Jobs Include:
Building and Grounds Maintenance Staff
Custodians and Housekeepers
Mechanics (except vehicle) and Repairers
Laborers, Helpers, and Warehouse Personnel
Nonmanagerial Supervisors

NEA’s Custodial and Maintenance Services Members Are:
Well-trained. Twenty percent of us have special licenses, 17 percent have special certificates, and 27 percent take classes or examinations on a regular basis to keep our jobs.
Committed. On average, we have been employed in our field for 12 years. Ninety-one percent currently plan to stay in the ESP field, and 78 percent plan to stay in our current positions until retirement.
Active in the school community. Twenty-four percent of us have supported a parent organization, and 17 percent have coached or supported a sports program for kids. Thirty-seven percent of us have given money to purchase food or school supplies for children.
Focused on safety. Thirty-two percent of us have intervened to stop bullying behavior in school. Twenty-four percent have intervened to stop school violence such as harassing, intimidating, or threatening others.

Workplace Conditions and Issues
Custodial and maintenance professionals want accurate job descriptions and greater appreciation of our work. Twenty-four percent of us have no job description at all. Sixty-nine percent have no input into our job description, and 59 percent perform work outside of our job description. We value opportunities to decide how to do our jobs, and would like more opportunities for advancement and professional development.
Custodial and maintenance professionals are concerned about the contracting out of custodial services. As school districts seek to cut expenses, our workloads are increasing.
We are concerned about safety. We need health and safety information and training to keep up with new equipment and work methods, new chemicals, and changing government regulations.
Along with other school staff, custodial and maintenance services members are responsible for the security of students, which means we often deal with troubled students. We need training in how to respond to situations involving bullying, harassment, and threats of violence.

We’re National Education Association
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One Education Workforce
SERVING THE WHOLE STUDENT