How Transportation Services Education Support Professionals Make Public Schools Great for Every Student

Transportation services professionals operate and maintain all of a school system’s vehicles. School bus drivers are the first people to greet children on their way to school and the last to bid them goodbye as they return home. We are often the first to recognize when a child is troubled or ill.

In addition to driving, often in bad weather or heavy traffic, we are responsible for first aid and emergency evacuation procedures, student conduct and discipline, and the safe transportation of students with special needs. All employees in a district’s transportation department keep up with new safety requirements, regulations, and policies.
**Fast Facts about NEA’s Transportation Services ESP Members**

- **91%** of us work out of a central facility that provides transportation for a school district.
- **52%** work with special education students.
- **68%** work full-time. **10%** of us hold second jobs to make ends meet.
- **71%** are female.
- **78%** are married.
- Our average age is **54**.

**NEA’s Transportation Services Members Are:**

**Well-trained.** Eighty-eight percent of us are required to have a commercial driver’s license. Similarly, 88 percent need coursework for our jobs. Sixty-eight percent are required to have a special certificate, and 81 percent must pass tests or take coursework on a regular basis.

**Committed.** On average, transportation services members have been working as education support professionals for 11 years. Ninety-one percent of us plan to stay in the ESP field, and 80 percent of us plan to keep our present jobs until we retire.

**Active in the school community.** Eighty-one percent of us live in the school district where we work. Twenty percent have supported a local parent organization. Twenty percent have coached or supported a sports program. Thirteen percent have taught or assisted art or musical activities.

**Focused on safety.** Safety is a primary focus for 85 percent of us. Fifty-nine percent have intervened to stop bullying behavior, and 48 percent have intervened to stop violence such as harassing, threatening, or intimidating others.

**Workplace Conditions and Issues**

Twenty-one percent of transportation services ESPs have no written **job description**. Among those who have one, 13 percent think it does not accurately describe what we do. Seventy-six percent have no say about changes in our job descriptions. Thirty-three percent perform duties outside of our job description.

Of all ESP job groups, those in transportation services are the most concerned about **losing our work to private, for-profit contractors**. Thirty-one percent of NEA ESP members report that school buses are contracted out in their districts.

Transportation services ESPs need **bus monitors, training, and administrative support** to help with student conduct, with the unique needs of special education students, and with overcrowded buses.

Transportation services professionals are likely to work part-time, causing some difficulty in finding additional work to accommodate our **split schedules**.

We appreciate the **personal fulfillment** we get from our work. We would like more **job security, better benefits, and more opportunities** for promotion and advancement.