Education support professionals (ESPs) ensure students and schools succeed. We keep schools clean and safe for students, staff and the community. In addition to performing the heavy cleaning and grounds keeping duties that are most often associated with our jobs, custodial and maintenance ESPs 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 tasks. One of our most important responsibilities is to ensure proper indoor air quality, uniform temperatures, and efficient heating and ventilation for our schools.

FAST FACTS:
- 95% work full time
- 81% work in school buildings
- 70% are male
- 66% are married
- The average age is 52
- We have been NEA members for an average of 10 years
- We are 8% of the total NEA ESP membership

OUR JOBS INCLUDE, BUT ARE NOT LIMITED TO:
- Building and Grounds Maintenance Staff
- Custodians
- Mechanics (except vehicle) and Repairers
- Laborers, Helpers, and Warehouse Personnel
- Non-managerial Supervisors

NEA’S CUSTODIAL AND MAINTENANCE ESPs ARE:

Well-trained and experienced. Twenty-seven percent are required to have licenses while 20 percent are required to have special certificates. Thirty-three percent are required to take classes or examinations on a regular basis to keep our jobs.

Committed to students and our careers. Thirty-eight percent have given money to purchase food or school supplies for children. On average, they have been employed as ESPs for 13 years. Ninety-one percent currently plan to stay in the ESP field, and 81 percent plan to stay in our current positions until retirement.

Active in the school community. Seventy-one percent live in the communities where they work. Twenty-eight percent have supported a parent organization, and 19 percent have coached or supported a sports program for kids.

Focused on safety. Seventy-nine percent have job responsibilities that involve promoting school safety and 95 percent feel safe at their schools. Eighty-three percent believe that it is their job to intervene when bullying occurs and 76 percent feel they have effective strategies for handling bullying situations.