

We're NEA ESPs and Proud of It!

ESP: EQUAL AND ESSENTIAL PARTNERS IN EDUCATION

Together We Can Make Things Happen.

How Can We Help Restore Public Confidence in Public Education? Custodial and Maintenance Services Members Speak Out:

“Strive to provide a safe, clean, and healthy environment for children to learn in.”

“As a custodian, I take pride in my work and hope it reflects on the public that enters my school.”

“It is important for everyone to work together. Both teachers and people in noninstructional positions must help make school the best environment for learning possible!”

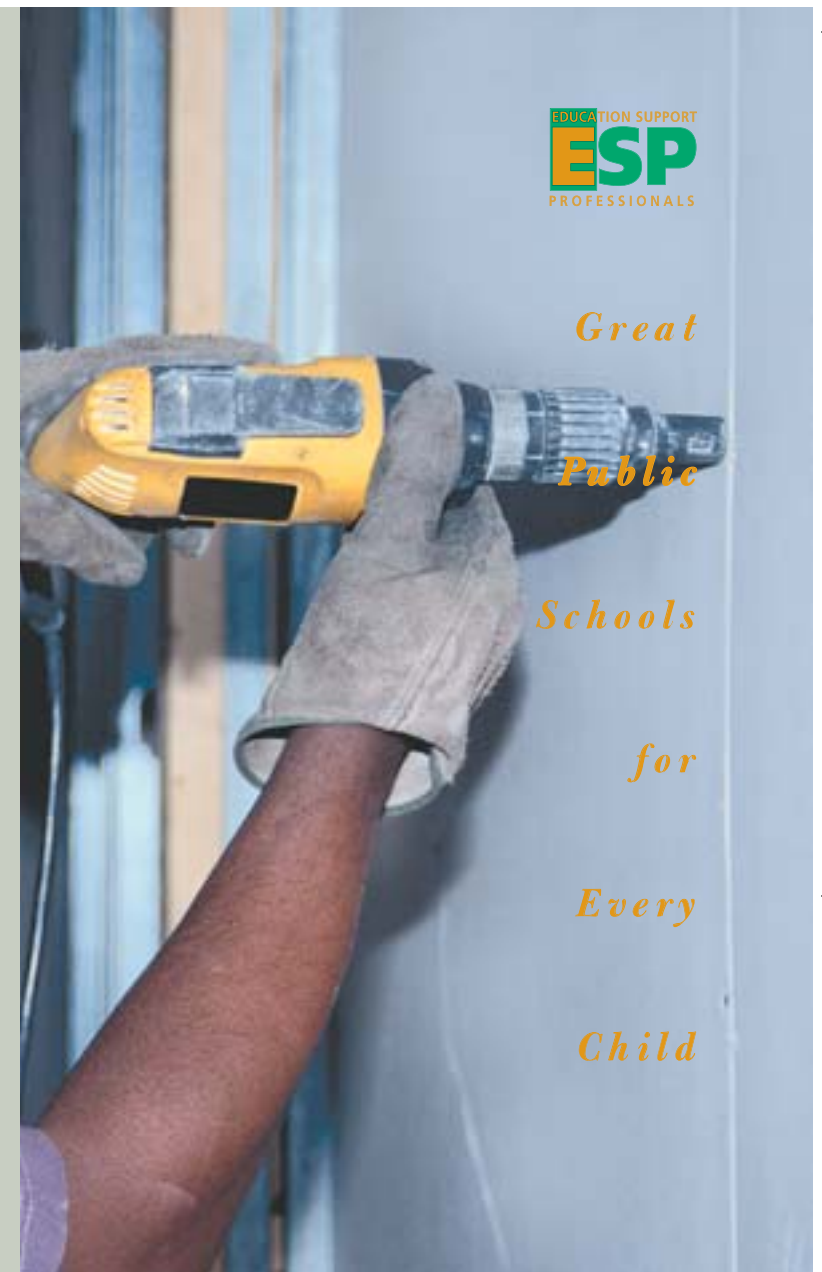


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Great Public Schools
for Every Child

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*Great
Public
Schools
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Every
Child*

CUSTODIAL AND MAINTENANCE SERVICES



Great Public Schools
for Every Child

Keeping schools clean and safe

About Us and Our Work

- **85%** of us work in school buildings: **35%** at the preschool, kindergarten, or elementary level; **21%** in middle schools; and **27%** in high schools.
- **81%** have responsibility for school safety, and it is a primary responsibility for **54%** of us.
- **93%** of us work full time.
- **62%** of us are male.
- **72%** of us are married.
- On average, we have been NEA ESP members for **9.2** years.
- Our average age is **49**.

We are committed: On average, we have been in the ESP field **11.2** years. **88%** of us currently plan to stay in the ESP field, and **71%** plan to stay in our current jobs until retirement.

We are many: Approximately **350,000** custodial and maintenance services ESP work in the nation's K-12 public schools, making up **16%** of the U.S. K-12 ESP work force.

We have specific job requirements:

- **50%** of us had to meet specific requirements to get our jobs. **20%** of us have special licenses, and **20%** have special certificates.
- **20%** of us must take classes or examinations on a regular basis to keep our jobs.
- **35%** of us have completed at least some college.



Making school grounds attractive

Our Workplace Conditions and Issues

We need better job guidelines. **38%** of us have no job description at all. For those of us who do have a job description, **32%** feel it does not accurately describe the amount of work we do. **62%** of us have no say about our job descriptions, and **64%** often or sometimes must perform work outside our job descriptions.

We're worried about privatization and the contracting out of custodial services. As school districts seek to control expenses, our workloads are increasing, as are inequities among workers in our job group. We're concerned about safety. We work with hazardous chemicals, on ladders and staging, and with electrical hazards.

We also need training to keep up with new equipment and work methods, with new chemicals, and with changing government regulations.

We are responsible for the security of students, which means that we often deal with troubled students.

We enjoy our benefits and the freedom to decide how to do our jobs. We would like more opportunities for promotion, advancement, and professional development.



Maintaining a comfortable climate

Custodial and Maintenance Services ESPs: Who We Are

Building and Grounds Maintenance Staff
Custodians and Housekeepers
Mechanics (except vehicle) and Repairers
Laborers, Helpers, and Warehouse Personnel
Nonmanagerial Crew Leaders

For additional information, please contact:

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