

NEA ESP K-12 Career Families: A Closer Look



CUSTODIAL AND MAINTENANCE SERVICE K-12 ESP MEMBERS

We keep schools safe and clean 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 service 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.

Custodial and maintenance services is one of the nine ESP career families. NEA ESPs make up nearly a half million of NEA's 3 million members. As a critical part of the education workforce, NEA custodial and maintenance service members meet the needs of the whole student, ensuring students and schools succeed.

FAST FACTS

- 95% work full-time
- 85% work in school buildings
- 70% male
- Average age is 52
- NEA member for an average of 12 years
- 8% of the total K-12 NEA ESP membership

We keep schools safe, clean, and healthy

We prevent the spread of illness and infection

We maintain a comfortable, healthy climate

CUSTODIAL AND MAINTENANCE CAREERS:

BUILDING AND GROUNDS MAINTENANCE STAFF

LABORERS, HELPERS, AND WAREHOUSE PERSONNEL

CUSTODIANS

NON-MANAGERIAL SUPERVISOR

MECHANICS (EXCEPT VEHICLE) AND REPAIRERS

46%
REQUIRED TO
HAVE LICENSES

88%
STAY IN
FIELD

84%
PROMOTE SCHOOL SAFETY

Committed to students and their career. On average, they have been employed as ESPs for 14 years. **88%** currently plan to stay in the ESP field, and **74%** plan to stay in their current position until retirement. **41%** have given money to purchase food or school supplies for students.

Well-trained and experienced. Two-thirds (**66%**) are required to take classes or examinations keep their positions. **46%** are required to have licenses while **36%** are required to have special certificates.

Active in the school community. A majority (**68%**) live in the communities where they work. **47%** have supported a parent organization and **33%** have coached or supported a sports team.

Focused on safety. A large majority (**84%**) have responsibilities that involve promoting school safety.