



## CUSTODIAL AND MAINTENANCE SERVICE 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 education support professionals (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.

We keep schools clean and safe for students and staff

We prevent the spread of illness and infection

We maintain a comfortable, healthy environment for teaching and learning

### CUSTODIAL AND MAINTENANCE SERVICE CAREERS

- BUILDING AND GROUNDS MAINTENANCE STAFF
- CUSTODIANS
- MECHANICS (EXCEPT VEHICLE) AND REPAIRERS
- LABORERS, HELPERS, AND WAREHOUSE PERSONNEL
- NON-MANAGERIAL SUPERVISORS

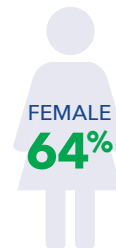
“ In my 17-year career as a custodian, I have not seen the shortages of staffing levels that are currently happening. There are no subs, so we have to work and cover extra areas and duties with very little appreciation, respect, or compensation. The burnout is real, along with the frustration for all parties involved. This really has an impact on our students’ learning conditions all the way around.

- Custodial and Maintenance Professional ”

Custodial and maintenance services is one of the nine education support professional (ESP) career families. NEA ESPs make up nearly a half million of NEA’s 3 million members. More than 2.2 million K-12 ESPs work in public schools across the country. 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.



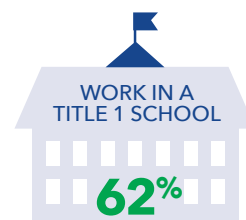
### FAST FACTS



#### WORK FULL-TIME



#### HOURLY WORKERS



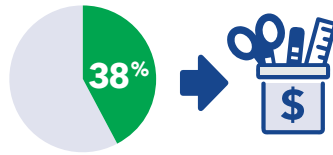


## CUSTODIAL AND MAINTENANCE SERVICE MEMBERS

### We are...

#### Committed to Public Education and Students

- Nearly all (**91%**) plan to stay in public education, and **71%** plan to stay in their current position until retirement.
- Nearly all (**90%**) are satisfied with their job.
- Nearly all (**88%**) have responsibilities promoting school safety.
- Nearly 4 out of 10 (**38%**) have spent their own money to purchase food or school supplies for students at an average of **\$276**.



#### Experienced and Educated

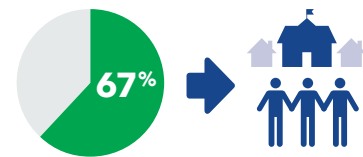
- On average, an NEA custodial service member has been employed as an ESP for **13** years.
- Nearly one-third (**29%**) must take classes or exams to keep their positions. One out of four (**24%**) are required to have licenses, while **17%** are required to have special certificates.



#### Engaged with Families and Community

- Half (**49%**) have volunteered their time to support a wide range of educational activities that assist students and benefit the community, such as reading books to students or lobbying for the benefit of education.
- More than 1 out of 5 (**22%**) have supported a parent organization, and **18%** have coached or supported a sports team.

- A majority (**67%**) live in the communities where they work.



### We deserve...

#### Better Wages, Salaries, and Benefits

More than half (**53%**) indicated a problem with making a **living wage**.

Average annual salary for custodial service members: **\$39,380**.



#### Job Security

One out of 3 (**33%**) are traditionally laid off at the end of the academic year and rehired at the beginning of the academic year. And **45%** are eligible for unemployment while laid off.



#### Quality Professional Development

Only **26%** are very satisfied with professional development opportunities; **74%** are not.



#### Sufficient Staffing

Most (**65%**) are asked to perform duties outside their job description.

