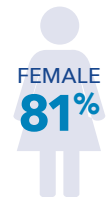
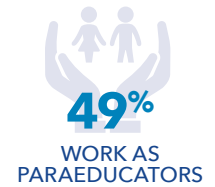
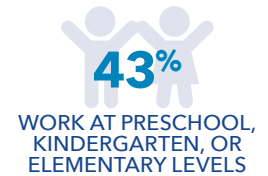
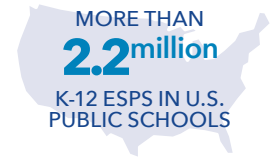


PREK-12 EDUCATION SUPPORT PROFESSIONAL (ESP) MEMBERS

NEA Education Support Professionals (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 critical members of the education workforce, ESPs meet the needs of the whole student, ensuring students and schools succeed.



FAST FACTS



WORK FULL-TIME



HOURLY WORKERS



“ We need to pay our ESPs a better wage. We have lost so many to other jobs and careers because they cannot survive on such a low salary. Many of our ESPs have 2-3 jobs outside of school hours.

- Paraeducator ”

“ My students and families mean the world to me. I’m not just an employee; I am a vital part of the community. It is an honor to be a part of our students’ village. Watching them grow and see their families progress is a reward that cannot be outdone.

- Secondary Engagement Liaison ”

“ I love what I do, I just wish I received better pay. I have to keep a part-time job just to make ends meet. I would also love to see more professional development for people in my position. We are offered training right at the beginning of the school year (for a couple of hours) and then that’s it.

- School Secretary ”

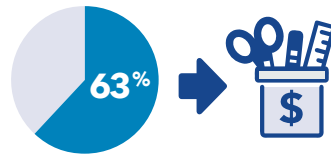
*An ESP career family is a group of professions that share similar core job skills, responsibilities, training and education.

PREK-12 EDUCATION SUPPORT PROFESSIONAL (ESP) MEMBERS

We are...

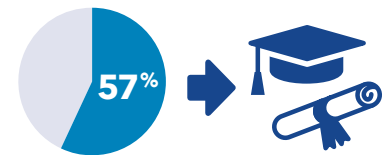
Committed to Public Education and Students

- A significant source of ESP job satisfaction is their personal fulfillment from working with students.
- A majority (**62%**) of ESPs are assigned activities involving special education students.
- A large majority (**76%**) of ESPs have responsibilities promoting school safety.
- More than 3 out of 5 (**63%**) ESPs have spent their own money to purchase food or school supplies for students at an average of **\$282**.



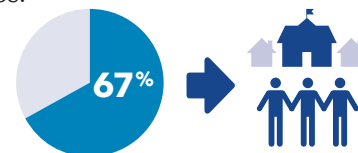
Experienced and Educated

- On average, ESPs have been employed in their ESP field for **13** years.
- A majority (**65%**) plan to stay in their current profession until retirement.
- Over half (**57%**) of ESPs have an associate's or more advanced degree.



Engaged with Families and Community

- A majority (**64%**) of ESPs 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.
- Nearly one-third (**31%**) of ESPs have supported activities of a parent organization, and **18%** coach or support a sports program.
- The majority (**67%**) of ESPs live in the communities where they work, and many volunteer in those communities.



We deserve...

Greater Awareness of ESP Contributions to Public Education



Better Wages and Salaries

A majority (**68%**) of ESPs indicated a problem with making a **living wage**, and over half had a problem buying food (**51%**).

The average annual salary is **\$34,490**.



Quality Professional Development

Only **23%** of ESPs are very satisfied with professional development opportunities; **77%** are not.



Sufficient Staffing

A large majority (**76%**) of ESPs are asked to perform duties outside their job description.



Respect and Inclusion

Only one-third (**33%**) of ESPs are very satisfied with the respect received in school; **66%** are not.

