



## SECURITY SERVICE MEMBERS

Our primary responsibility is to ensure the safety and security of students and staff on school grounds, taking a leadership role in crisis situations. Security service education support professionals (ESPs) have a clear understanding of not only school security, but also community building and conflict resolution, moving schools away from punitive approaches and towards restorative justice practices.

We keep students and staff safe

We work to prevent crime on campus

We build safe spaces for students to learn

## SECURITY SERVICE CAREERS

SECURITY WORKERS

GUARDS

NON-MANAGERIAL SUPERVISORS

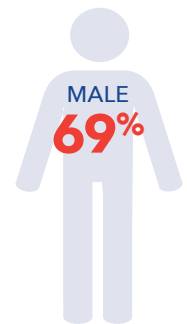
“ One of the issues facing us today is staff shortages within the buildings, which hinders the ability to effectively teach our children. My hope is that enough funding can be provided to extend services to students and families and ensure student success.

- Security Services Professional ”

Security 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 security service members meet the needs of the whole student, ensuring students and schools succeed.



## FAST FACTS



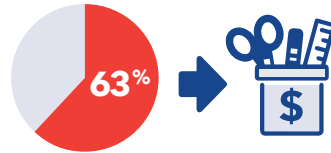


## PREK-12 EDUCATION SUPPORT PROFESSIONAL (ESP) MEMBERS

### We are...

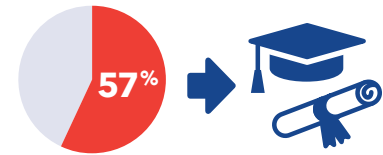
#### Committed to Public Education and Students

- 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**.



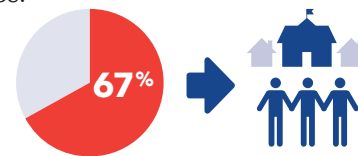
#### Experienced and Educated

- 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.

