

# We're NEA ESPs and Proud of It!

ESP: EQUAL AND ESSENTIAL PARTNERS IN EDUCATION

## Together We Can Make Things Happen.

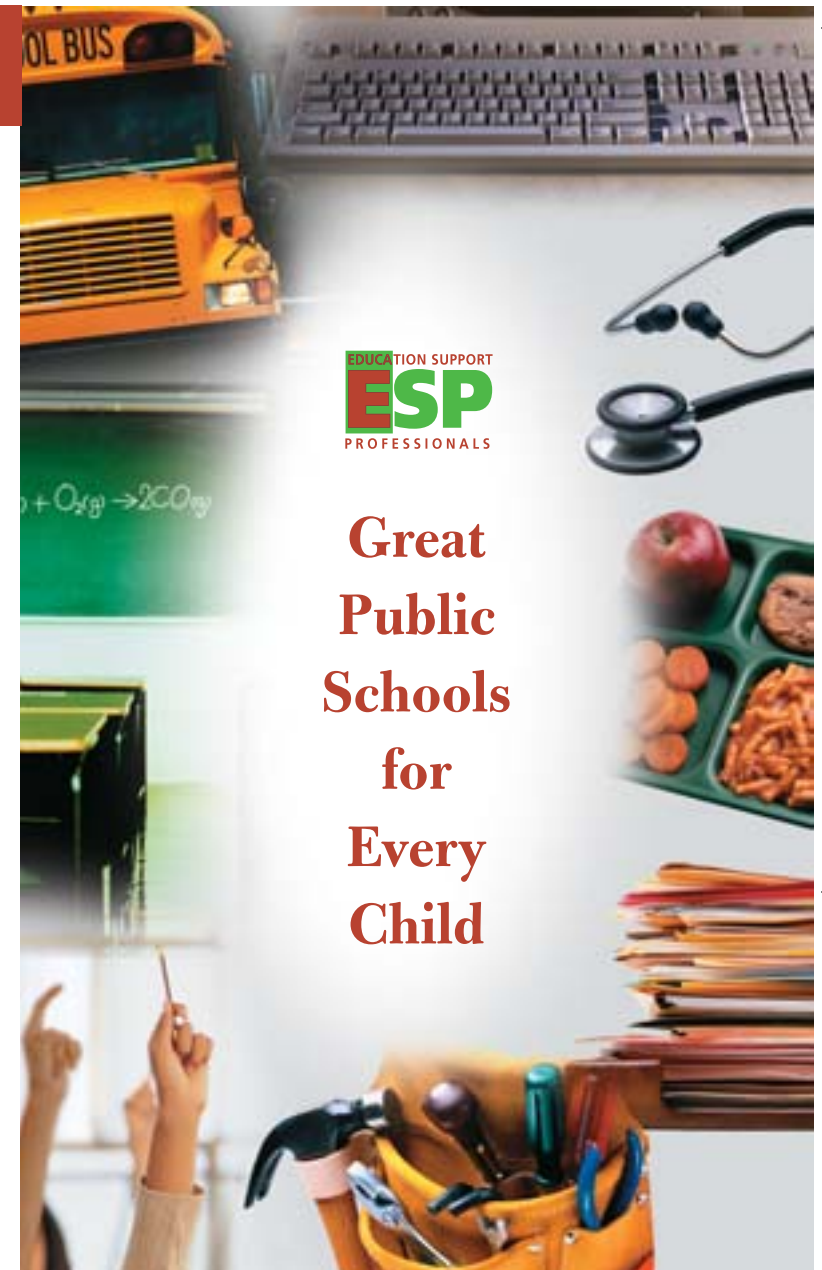
### How NEA Helps Us ...

- Win better pay, benefits, and working conditions.
- Gain professional development and leadership training.
- Be insured with life, health, disability, and casualty insurance programs.
- Get credit, loan, savings, investment, and discount services.
- Receive on-the-job liability insurance of up to \$1 million.
- Have tough and effective representation in job-related disputes through our UniServ program.
- Speak out for our concerns in state legislatures and in the U.S. Congress.
- Be represented at NEA meetings and on the NEA Web site.
- Get Association news through NEA publications and on its Web site.

## NEA K-12 Education Support Professionals

### Who We Are

Paraeducators	Instructional and noninstructional support
Clerical Services	Secretarial, clerical, and administrative support
Custodial and Maintenance Services	Building and grounds maintenance and repair
Transportation Services	Transportation and delivery services and vehicle maintenance
Food Services	Food planning, preparation, and services
Skilled Trades	Trades, crafts, and machine operations
Health and Student Services	Nursing, health, and therapy support; community, family, parent, and welfare services
Security Services	School resource, guard, police, and security specialists
Technical Services	Computer, audiovisual, and language technical support; media, public relations, writing, and art specialties



**Great  
Public  
Schools  
for  
Every  
Child**

## EDUCATION SUPPORT PROFESSIONALS



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## Working together to make public schools great

### About Us and Our Work

- **81%** of us work full time.
- **72%** work in a school building.
- **45%** work in a preschool, kindergarten, or elementary school.
- **58%** live in a small town or rural area.
- **87%** are female.
- Our average age is **49**.

**We are committed:** **84%** of us currently plan to stay in the ESP field. **63%** plan to stay with our current jobs until retirement.

**We are experienced:** On average, we have worked in the ESP field for slightly more than **10** years. **23%** of us have more than **15** years of ESP experience.

**We are educated:** **63%** of us have taken some college courses. In fact, **12%** hold a two-year college degree, and **13%** hold a bachelor's or higher degree. **8%** are currently attending regular school or college. Among those of us who do not have a two-year or higher degree, **23%** plan to get a two-year associate's degree.

**We are well trained:** **42%** of us have taken job-related classes. **29%** have special licenses or certificates. **26%** regularly take classes or exams to stay in our jobs.

**We are E-connected:** **96%** of us have a computer available to use either at the workplace or at home. **95%** have access to the Internet.

**We are caring:** A major source of our job satisfaction is the personal fulfillment we get from working with students. **49%** of us provide care to students with special needs.

## Knowing students, families, and communities

**We are protective:** **78%** of us have responsibilities for ensuring student and staff safety; for **51%** of us, promoting school safety is a central duty of our jobs.

**We live in our school districts:** we live here, we work here, and we vote here. **75%** of us live in the school districts where we work. We've lived in our communities for an average of **26** years.

**We are active in our communities:** **78%** of us volunteer in community organizations; half of us are involved in volunteer activity with students.

### Our Workplace Conditions and Issues

We would like to see increased wages, more chances for promotion, improved retirement benefits, more professional development opportunities, and improved health and dental insurance provisions.

We need better job guidelines. **19%** of us do not have a written job description. Among those of us who do have a job description, **38%** feel that it does not accurately describe the amount of work we do, **59%** do not have any input into changes to our job description, and **55%** are often or sometimes asked to perform duties outside our job description.



## Working together to care for students

### The NEA's ESPs Programs...

- Organize, represent, and support us.
- Let the local community know what we do for public education.
- Foster our access to and use of technology through training, grants, the Internet, and educational materials.
- Help us fight the privatization of our work.
- Develop research-based information to help ESP leaders better represent us.

### For additional information, please contact:

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