

RECOGNITION & RESPECT



Education assistants' unpaid work Survey summary for School District 58 Nicola-Similkameen

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Recognition & Respect

EA unpaid work survey summary for School District 58 Nicola-Similkameen

Survey response rate

SD	Name	Survey Responses	District EA Count (SSEAC data)	% Response Rate
58	Nicola-Similkameen	29	57	50.9%

Assignment breakdowns of survey respondents

Do you work at:	
Answer Options	Response Percent
Elementary school	58.1%
Middle school	16.1%
High school	19.4%
Alternate school	6.5%
Combination or other	0.0%

Is most or all of your assigned work directed to:	
Answer Options	Response Percent
One (1) special education student for the year	38.7%
Multiple special education students for the year	29.0%
Predominantly special education but also other students	29.0%
Students predominantly outside the special education field	0.0%
Other	3.2%

Average current EA assignments by school level

How many total hours per week are you currently assigned?	
Answer Options	Hours per week
Elementary	20.9
Middle	26.9
High school	28.0
Alternate	15.0
Combination/other	-

Assignment expectations

Which of the following best describes your expectations of your hours of work as an EA?	
Answer Options	Response Percent
I am content with the current allocation of paid hours for my position	55.6%
I intend to bid into other EA positions that come available in order to increase my allocation of paid hours.	11.1%
I would like to get more paid hours for my current position than are now allocated.	33.3%

Unpaid hours

Do you work extra voluntary and unpaid hours on the job?	
Answer Options	Response Percent
Yes	75.9%
No	24.1%

Average unpaid hours by school level

How many extra voluntary and unpaid hours do you work in a typical week?	
Answer Options	Hours per week
Elementary	1.4
Middle	2.9
High school	1.9
Alternate	-
Combination/other	-
District average unpaid hours	1.8

When is unpaid work performed?

If you put in extra voluntary and unpaid hours on the job, at what points during the day do you work in this capacity? (Check as many items as apply)	
Answer Options	Response Percent
During breaks	52.4%
During lunch	71.4%
Before shift	47.6%
After shift	57.1%
At home	47.6%
Field trips beyond regular work hours	57.1%
Camping trips (overnight)	9.5%
Other	4.8%

Unpaid work activities

If you work extra voluntary and unpaid hours on the job, what type of work do you do during this time? (Check as many items as apply)	
Answer Options	Response Percent
Prepare materials for my assignment	64.0%
Consult with teachers or administrators or others	52.0%
Attend IEP or other work-related meetings	56.0%
Provide coverage for drills or assemblies	8.0%
Provide coverage for field trips during school hours	56.0%
Accompany students during work experience or community-based activities	16.0%
Provide coverage outside assigned hours because of:	40.0%
a. Problematic behaviour of student at the end of the day or during break periods	40.0%
b. Transportation scheduling	8.0%
c. Parent late picking up child	20.0%
d. Lack of coverage and/or unfilled absences	28.0%
e. Another staff member not reporting on time	0.0%

Reasons given for performing unpaid work

If you work extra voluntary and unpaid hours on the job, what are the reasons for doing this work? (Check as many items as apply)	
Answer Options	Response Percent
There is not enough time in my regular work schedule to do my job	45.5%
I have a professional commitment to my job and work	72.7%
My day's routine improves when I work these hours	45.5%
Administrators expect me to work extra voluntary and unpaid hours	9.1%
Teachers expect me to work extra voluntary and unpaid hours	13.6%
Co-workers (other EAs or support staff) expect me to work extra voluntary and unpaid hours	0.0%
Parents expect me to work extra voluntary and unpaid hours	4.5%
I feel obliged to meet my students' needs	68.2%
I feel obliged to guarantee my students' safety	50.0%
I feel obliged to cover emergency situations with my students	50.0%
The schedule does not allow for coverage for break times	22.7%
Other reason	13.6%

Remedies for unpaid work: Nicola-Similkameen EAs speak out

“Report Card time is very busy and most of this is done at home. For example I spent over 6 hours on helping give information on the students I work with for this last report card.”

“I feel that when I ask for time off in lieu, I am made to feel like I am being a bother to everyone (supervisor). I feel this is time I have worked for. I also never get all my time off in lieu that is owed to me”

“I would love to have an increase in hours per week to do more outreach”