

RECOGNITION & RESPECT



Education assistants' unpaid work Survey summary for School District 5 Southeast Kootenay

CUPE, BC REGIONAL OFFICE

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Recognition & Respect

EA unpaid work survey summary for School District 5 Southeast Kootenay

Survey response rate

SD	Name	Survey Responses	District EA Count (SSEAC data)	% Response Rate
5	Southeast Kootenay	55	119	46.2%

Assignment breakdowns of survey respondents

Do you work at:	
Answer Options	Response Percent
Elementary school	44.6%
Middle school	19.6%
High school	28.6%
Alternate school	5.4%
Combination or other	1.8%

Is most or all of your assigned work directed to:	
Answer Options	Response Percent
One (1) special education student for the year	8.5%
Multiple special education students for the year	32.2%
Predominantly special education but also other students	52.5%
Students predominantly outside the special education field	5.1%
Other	1.7%

Average current EA assignments by school level

How many total hours per week are you currently assigned?	
Answer Options	Hours per week
Elementary	24.0
Middle	24.6
High school	28.0
Alternate	35.0
Combination/other	6.3

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	50.0%
I intend to bid into other EA positions that come available in order to increase my allocation of paid hours.	2.2%
I would like to get more paid hours for my current position than are now allocated.	47.8%

Unpaid hours

Do you work extra voluntary and unpaid hours on the job?	
Answer Options	Response Percent
Yes	82.4%
No	17.6%

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	1.7
Middle	2.0
High school	1.5
Alternate	-
Combination/other	3.0
District average unpaid hours	1.7

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	67.4%
During lunch	52.2%
Before shift	43.5%
After shift	65.2%
At home	43.5%
Field trips beyond regular work hours	43.5%
Camping trips (overnight)	8.7%
Other	8.7%

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	69.6%
Consult with teachers or administrators or others	78.3%
Attend IEP or other work-related meetings	54.3%
Provide coverage for drills or assemblies	13.0%
Provide coverage for field trips during school hours	56.5%
Accompany students during work experience or community-based activities	17.4%
Provide coverage outside assigned hours because of:	13.0%
a. Problematic behaviour of student at the end of the day or during break periods	37.0%
b. Transportation scheduling	10.9%
c. Parent late picking up child	10.9%
d. Lack of coverage and/or unfilled absences	10.9%
e. Another staff member not reporting on time	4.3%

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	57.8%
I have a professional commitment to my job and work	84.4%
My day's routine improves when I work these hours	37.8%
Administrators expect me to work extra voluntary and unpaid hours	13.3%
Teachers expect me to work extra voluntary and unpaid hours	13.3%
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	8.9%
I feel obliged to meet my students' needs	82.2%
I feel obliged to guarantee my students' safety	53.3%
I feel obliged to cover emergency situations with my students	48.9%
The schedule does not allow for coverage for break times	24.4%
Other reason	11.1%

Remedies for unpaid work: Southeast Kootenay EAs speak out

"We are not given credit for the many times we have a shorter lunch time or recess break because a student, parent or teacher has stops up to discuss work/student. Same with entering the school, we often start immediately and often stay late passed working hours. And work evenings for concerts or school activities, as well as give up our free lunch time or recess break during field trips. These times are often not recognized, as working overtime. This sometimes included IEP meetings or staff meeting held after school, to discuss staff issues or plans."

"In 2005 we experienced a decrease in our hours. The elimination of time resulted in a working from bell to bell environment. This resulted in the EAs being isolated from the School Base Team and the entire staff as a whole. A team of CUPE members met with Board members to express our concerns. The initial comment was "We were surprised that you didn't give this a chance". This comment I felt was so very telling. The administrator had absolutely no idea as to how important our consultation times were or even worse, how many extra hours we were already putting into our jobs. We were given half of our time back that year only to have it taken away again the next year."

"It is imperative that provincial wide guidelines are established regarding banked time. This would be an asset to not only EAs but to the principals and teachers. A definite sign of mutual respect."

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