

RECOGNITION & RESPECT



Education assistants' unpaid work Survey summary for School District 69

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Recognition & Respect

EA unpaid work survey summary for School District 69 Qualicum

Survey response rate

SD	Name	Survey Responses	District EA Count (SSEAC data)	% Response Rate
69	Qualicum	36	117	30.8%

Assignment breakdowns of survey respondents

Do you work at:	
Answer Options	Response Percent
Elementary school	38.1%
Middle school	35.7%
High school	23.8%
Alternate school	7.1%
Combination or other	2.4%

Is most or all of your assigned work directed to:	
Answer Options	Response Percent
One (1) special education student for the year	21.4%
Multiple special education students for the year	23.8%
Predominantly special education but also other students	33.3%
Students predominantly outside the special education field	11.9%
Other	9.5%

Average current EA assignments by school level

How many total hours per week are you currently assigned?	
Answer Options	Hours per week
Elementary	22.7
Middle	26.1
High school	27.0
Alternate	28.0
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	40.5%
I intend to bid into other EA positions that come available in order to increase my allocation of paid hours.	16.2%
I would like to get more paid hours for my current position than are now allocated.	43.2%

Unpaid hours

Do you work extra voluntary and unpaid hours on the job?	
Answer Options	Response Percent
Yes	78.4%
No	21.6%

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	1.4
Middle	1.6
High school	1.5
Alternate	1.8
Combination/other	-
District average unpaid hours	1.5

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	74.2%
During lunch	64.5%
Before shift	51.6%
After shift	51.6%
At home	64.5%
Field trips beyond regular work hours	41.9%
Camping trips (overnight)	25.8%
Other	22.6%

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	72.7%
Consult with teachers or administrators or others	84.8%
Attend IEP or other work-related meetings	60.6%
Provide coverage for drills or assemblies	18.2%
Provide coverage for field trips during school hours	66.7%
Accompany students during work experience or community-based activities	18.2%
Provide coverage outside assigned hours because of:	48.5%
a. Problematic behaviour of student at the end of the day or during break periods	27.3%
b. Transportation scheduling	12.1%
c. Parent late picking up child	18.2%
d. Lack of coverage and/or unfilled absences	51.5%
e. Another staff member not reporting on time	27.3%

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	55.9%
I have a professional commitment to my job and work	82.4%
My day's routine improves when I work these hours	35.3%
Administrators expect me to work extra voluntary and unpaid hours	8.8%
Teachers expect me to work extra voluntary and unpaid hours	5.9%
Co-workers (other EAs or support staff) expect me to work extra voluntary and unpaid hours	5.9%
Parents expect me to work extra voluntary and unpaid hours	2.9%
I feel obliged to meet my students' needs	79.4%
I feel obliged to guarantee my students' safety	58.8%
I feel obliged to cover emergency situations with my students	52.9%
The schedule does not allow for coverage for break times	14.7%
Other reason	14.7%

Remedies for unpaid work: Qualicum EAs speak out

“Decisions regarding hours worked always seem to be decided on a dollar or budget, not in the best interest of the student”

“The student ratio to EAs in high schools is a huge concern. In some cases such as mine, I have 3 challenged students under my wing in a metal shop so safety is a concern. This is not uncommon in the high school setting - not replacing us when off sick etc is putting more pressure on the situation.”

“I understand that districts are not given enough funding to cover the needs of a child who requires 100% coverage, but I think that these situations need to be looked at. In general children who require this type of coverage are not able to do a lot of independent work and require all work to be modified. This means that aides assigned to them either spend a lot of their own time preparing materials for them or just keep the child safe without much attention given to teaching them skills that they could learn given the opportunity and an appropriate teaching methodology.”