

RECOGNITION & RESPECT



Education assistants' unpaid work Survey summary for School District 87 Stikine

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Recognition & Respect

EA unpaid work survey summary for School District 87 Stikine

Survey response rate

SD	Name	Survey Responses	District EA Count (SSEAC data)	% Response Rate
87	Stikine	8	16	50.0%

Assignment breakdowns of survey respondents

Do you work at:	
Answer Options	Response Percent
Elementary school	11.1%
Middle school	0.0%
High school	0.0%
Alternate school	0.0%
Combination or other	89.9%

Is most or all of your assigned work directed to:	
Answer Options	Response Percent
One (1) special education student for the year	0.0%
Multiple special education students for the year	12.5%
Predominantly special education but also other students	0.0%
Students predominantly outside the special education field	37.5%
Other	50.0%

Average current EA assignments by school level

How many total hours per week are you currently assigned?	
Answer Options	Hours per week
Elementary	-
Middle	-
High school	-
Alternate	-
Combination/other	17.6

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	100.0%
I intend to bid into other EA positions that come available in order to increase my allocation of paid hours.	0.0%
I would like to get more paid hours for my current position than are now allocated.	0.0%

Unpaid hours

Do you work extra voluntary and unpaid hours on the job?	
Answer Options	Response Percent
Yes	57.1%
No	42.9%

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	-
Middle	-
High school	-
Alternate	-
Combination/other	4.3
District average unpaid hours	4.3

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	80.0%
During lunch	60.0%
Before shift	60.0%
After shift	80.0%
At home	60.0%
Field trips beyond regular work hours	40.0%
Camping trips (overnight)	40.0%
Other	0.0%

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	100.0%
Consult with teachers or administrators or others	80.0%
Attend IEP or other work-related meetings	40.0%
Provide coverage for drills or assemblies	20.0%
Provide coverage for field trips during school hours	60.0%
Accompany students during work experience or community-based activities	60.0%
Provide coverage outside assigned hours because of:	40.0%
a. Problematic behaviour of student at the end of the day or during break periods	60.0%
b. Transportation scheduling	20.0%
c. Parent late picking up child	60.0%
d. Lack of coverage and/or unfilled absences	60.0%
e. Another staff member not reporting on time	20.0%

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	66.7%
I have a professional commitment to my job and work	66.7%
My day's routine improves when I work these hours	33.3%
Administrators expect me to work extra voluntary and unpaid hours	16.7%
Teachers expect me to work extra voluntary and unpaid hours	33.3%
Co-workers (other EAs or support staff) expect me to work extra voluntary and unpaid hours	16.7%
Parents expect me to work extra voluntary and unpaid hours	33.3%
I feel obliged to meet my students' needs	66.7%
I feel obliged to guarantee my students' safety	66.7%
I feel obliged to cover emergency situations with my students	50.0%
The schedule does not allow for coverage for break times	16.7%
Other reason	16.7%

Remedies for unpaid work: Stikine EAs speak out

"I believe that overtime should be respected! For the children often need that extra time to grasp concepts, for the assistant to feel valued and a respected member of the education team! They often carry a heavy load!"

"This has been a problem as long as I have worked in the school system. It seems to me that it happens because the system has never come to grips with the need for aides in an inclusive system."

"Too much unpaid/ volunteer work suggests a need for salary payment rather than hourly."