

# Paraprofessionals

January 15, 2020  
School Committee  
Finance Subcommittee



# Budget Presentation

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## Purpose

- ✓ Educate School Committee and public on key areas of PSB including programs, services, and departments
- ✓ Presentations typically will include a combination of background information about area, and also costs, cost drivers, staffing, and challenges
- ✓ Presentations on areas requested by School Committee, ongoing public interest, and those identified by Superintendent

**Intention is to provide a level of transparency and detail not typically provided about programming and costs**



# Upcoming Budget Presentations

*Schedule as of 1/2/2020 - Agendas and meeting dates are subject to change*

Date	Meeting	Topics
December 5	SC Workshop	Grants, and Substitutes
December 12	SC Meeting	Special Education Tuition, School-based and Central Administration Staff additions since 2015 Override; Office of Strategy & Performance
December 18	Finance Subcommittee	Recurring Fees in Program, Services, and Materials (52, 53, 55)
January 9	SC Meeting	School-based and Central Administration Staff additions since 2015 Override; Office of Strategy & Performance
January 15	Finance Subcommittee	Stipends, Paraprofessionals
January 16	SC Workshop	Office of Administration & Finance; BHS Staffing
January 22	Finance Subcommittee	Performing Arts; Visual Arts; World Language
January 23	SC Meeting	Literacy Support; K-8 Staffing
January 30	SC Meeting	Presentation of Superintendents Recommended Budget



# Agenda

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1. Roles and Responsibilities
2. Challenges
3. Staffing Costs



# Paraprofessional Positions - Salary Schedules

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**#2 Aides and Tutors except as listed in other schedules, Home/Community Liaison, Tappan Security Monitor**

#3 High School Parent Liaison, Performing Arts Production Aide, ELL Aide (formerly ESL/Bilingual Aide), Counselor for Teen Advantage (10 Months)

#4 Security Aide, Graphics Arts Publishing Coordinator (10 Months)

#5 Athletic Aide, Attendance Officer, Building Aide, Science Resource Aide (10 Months)

#6 Early Childhood Extended Day Instructor, Handicap Coordinator (10 Months)

#8 Food Service Assistant (10 Months)

#9 Education Technology Support Specialist, Application Support Specialist, Steps to Success Project Advisor, Special Education Budget Analyst (12 Months)

#9A Senior Application Support Specialist, Webmaster, Teen Advantage Coordinator (12 Months)

#11 METCO Bus Monitor (10 Months)

#14 Parent Outreach Coordinator, Mediation Coordinator, Assistant to the Athletic Director (10 Months)

#15 System Substitute, System Nurse Substitute (10 Months)

#17 Steps to Success Assistant Project Director (10 Months)

*\*Salary Schedules 1, 7, 10, 12, 13, and 16 no longer used*





# Paraprofessionals - General & Special Education

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## Primary Responsibilities

- ✓ Support students
  - Academic
  - Behavioral
  - Social-Emotional
  - Physical
- ✓ Assist with instruction
- ✓ Prepare materials and equipment for activities
- ✓ Transition during arrival and dismissal
- ✓ Assist with clerical tasks
- ✓ Support operation and effective functioning of the school
- ✓ And more . . .



# Paraprofessionals in Special Education

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Special Education Paraprofessionals work with students with learning/and or physical disabilities. Paraprofessionals work alongside special and general education teachers and/or service providers to teach students with disabilities.

- ✓ Work may be individual or in small group settings
- ✓ Settings may vary, depending on the needs of the students



# Paraprofessionals in Special Education

## Types of Special Education Paraprofessionals

- ✓ Program Paraprofessionals
  - District-Wide
  - Learning Center
- ✓ Ratio
  - 1:1
  - Shared paraprofessional
- ✓ Medical paraprofessional





# Challenges

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- ✓ Hiring
- ✓ Retention year to year
- ✓ Churn during the year



## Staffing (Schedule 2)

Position	Total
Learning Center	106
District-Wide Program (includes BEEP)	108
1:1 (includes OOD)	28
Kindergarten and 1st grade	53
Total	242

\*As of 12/17/19

\*\* Not all schedule 2 paras included

# Staffing - Historical

