



PARAEDUCATOR MEMBERS

Our careers have changed dramatically since we were first introduced into classrooms as teacher aides. Our duties are no longer limited to recordkeeping, preparing materials, or monitoring students in the cafeteria and other settings. Today, paraeducators assist with classroom instruction and provide direct services to students and their parents. A large number of us work with students with special needs, and all of us have professional responsibilities that contribute directly to academic achievement.

We provide instructional support to students with special needs

We help all students succeed; We help teachers succeed

We are educators

PARAEDUCATOR CAREERS

- INSTRUCTIONAL AND NON-INSTRUCTIONAL ASSISTANTS
- TEACHERS' AND PROGRAM AIDES
- LIBRARY AIDES AND TECHNICIANS' ASSISTANTS
- PRESCHOOL CAREGIVERS
- BUILDING, BUS, AND PLAYGROUND MONITORS
- CROSSING GUARDS

“ I provide one-on-one support for students with IEPs and 504s. I offer instruction on any and all subjects. I collaborate with several teachers as we try to address each student's needs and how best to serve them. Our campus fosters a real sense of safety and inclusion for our students. Student relationships are at the core of our program and we work to celebrate everyone's unique qualities and talents.

- Resource Paraeducator ”

Paraeducators are one of the nine education support professional (ESP) career families. NEA ESPs make up nearly a half million of NEA's 3 million members. More than 2.2 million K-12 ESPs work in public schools across the country. As a critical part of the education workforce, NEA paraeducator members meet the needs of the whole student, ensuring students and schools succeed.



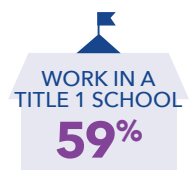
FAST FACTS



WORK FULL-TIME



HOURLY WORKERS



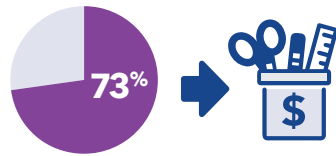


PARAEDUCATOR MEMBERS

We are...

Committed to Public Education and Students

- Nearly all (**89%**) plan to stay in public education, and **59%** plan to stay in their current position until retirement.
- Nearly all (**86%**) are satisfied with their job.
- A large majority (**74%**) have responsibilities promoting school safety.
- Most (**73%**) have spent their own money to purchase food or school supplies for students at an average of **\$277**.



Experienced and Educated

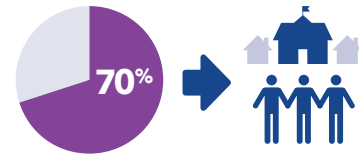
- On average, an NEA paraeducator member has been employed as an ESP for **12** years.
- Three-quarters (**75%**) have at least an associate degree (**25%** have an associate degree; **36%** have at least a bachelor's degree; **14%** have at least a Master's, professional, or higher degree.)



Engaged with Families and Community

- Nearly 7 in 10 (**68%**) have volunteered time to support a wide range of educational activities that assist students and benefit the community, such as reading books to students or lobbying for the benefit of education.
- Nearly one-third (**32%**) have supported a parent organization, and **34%** have volunteered to read books to students. **22%** assist a school or tutoring program, and **16%** lobby for the benefit of education.

- A large majority (**70%**) live in the communities where they work.



We deserve...

Better Wages, Salaries, and Benefits

More than half (**57%**) who were multi-job holders worked those jobs on weekdays during the academic year after classes ended for the day.

Three-quarters (**75%**) indicated a problem with making a **living wage**.

Average annual salary for paraeducator members: **\$28,770**.



Promotion opportunities

Only **14%** are very satisfied with opportunities for promotion; **86%** are not.



Quality Professional Development

Only **20%** are very satisfied with professional development opportunities; **80%** are not.



Sufficient Staffing

Most (**64%**) are asked to perform duties outside their job description.

