

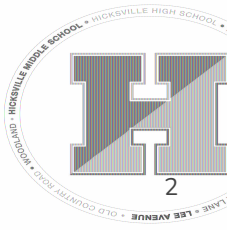
Teaching Assistant and Aide Update

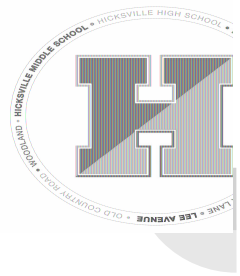
April 16, 2024



Job Responsibilities

- This fall, members of the Teacher Assistants Unit came forward with specific complaints regarding members working outside of their job title. These members voiced they would bring forth a grievance against the district unless the situation was remedied. Upon review of the concerns brought forth, the members were correct and we do currently have multiple staff members working outside of the appropriate job title.
- Teaching Assistant: Perform instructional services under the direction of a licensed or certified teacher.
- Teacher Aide: Generally perform non-instructional services under supervision determined by the local school district, consistent with Civil Service Law.





Teaching Assistant Role

According to the Regulations of the Commissioner of Education, Section 80-5-6:

A teaching assistant "is appointed by a board of education to provide, under the general supervision of a licensed or certified teacher, direct instructional service to students" (emphasis added). The teaching assistant is provided "general" (as contracted with direct or personal) supervision by the certified teacher(s) who are responsible for the student's instruction.

Teaching assistants assist teachers by performing duties such as:

Works with individual students or groups of students on instructional projects.

Guides and monitors students independent study, enrichment work and remedial work.

Evaluates notebooks, reviews and corrects papers and assigns reinforcement if necessary.

Directs pupils in their use of available instructional resources and materials.

Assists supervisor in daily and long-range planning.

Assists in the development and production of educational displays and related activities.

Teacher Aide Role

According to Education Law, Section 3009 (2)(a):

A teacher aide is appointed by a board of education to assist teachers "in the performance of their teaching functions by performing those non-teaching duties (emphasis added) otherwise performed by such regular teacher or teachers."

Commissioner's Regulations, Section 80-5.6, Supplementary School Personnel, describe the duties of a teacher aide. They include: Managing records, materials and equipment; Attending to the physical needs of children; Supervising students, and performing such other non-teaching duties which support teaching when such services are determined and supervised by the teacher.

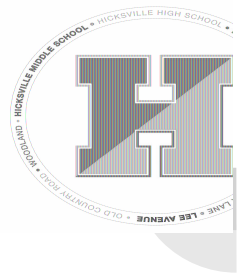
Many teacher aides work specifically with special education students, especially in inclusion type settings.

Many assist students one-on-one, helping those that require additional care (physical, medical or behavioral). They supervise students at the bus stop, during field trips and in the cafeteria, hallways and schoolyard.

Teacher aides also record students' grades, check homework assignments, photocopy classroom materials, set up classroom equipment.

Some work in the computer laboratories, monitoring the students' grasp of software programs.





Points to Consider

- Currently the contract does not contain a full-time aide position, it only allows for the creation of part-time positions. We as a district cannot unilaterally create full time positions on our own, it must be negotiated.
- 18 / 143 Full-Time Positions are being reduced due to the utilization of Community Based Organizations for UPK. The reorganization has saved the district a tremendous amount of money to be utilized in other areas of the budget. This is the only reduction in the unit that was fiscally based as compared to job title/descriptions.
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- 9 / 143 Full-Time Positions being reduced are currently Computer Teacher Assistant Positions. The district has already started discussions with the Unit and Civil Service to explore the creation of Computer Aide Positions.
- 3 / 143 Positions are Attendance and Guidance. This work belongs to other units and will be reallocated.
- The remaining 113 positions were then evaluated utilizing the Commissioner of Education's Regulations resulting in the reduction of 29 positions for the final total of 84 full-time positions
- We have added multiple TA positions to our K-6 Special Classes and Middle School ICT to provide support for all students in the classes as compared to a Teacher Assistant being assigned to one student. Students in these classes will now have access to both teacher assistants and teacher aides and receiving more support than previously provided.

TA and Aide Staffing Changes

2023-24 TAs and AIDES

FT TAs 143

PT TAs 48

PT AIDES 4

2024-2025 TAs and AIDES

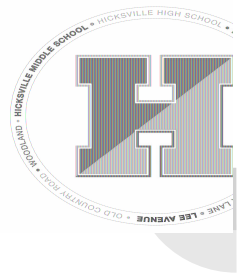
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- Based on unit requested audit of job responsibilities, elimination of district provided UPK, restructuring of Special Classes in K-6 and ICT in middle school.
- **Ten Part Time Aides are grandfathered in due to specific contractual language**
- Part-time employees do not accrue seniority. When a district abolishes positions, the seniority list will have all part-time positions at the bottom. As part-time positions will always be the least senior, they have to go first. **All will be offered a PT Aide Position.**





Moving Forward

1. An Updated Seniority List has been completed. Ms. Pekar will schedule a meeting with Unit Leadership to review prior to being shared with members. The Unit has been offered an opportunity to submit a written proposal for consideration related to determining seniority.
2. The district is open to exploring the potential of the addition of a full-time aide position into the unit as long as the position is cost neutral and does not add increased financial responsibilities to the district. This has been communicated to Unit Leadership who will be submitting written proposals for consideration.