

## Paraeducator Certification and Compensation

### **Background:**

Twenty years ago, when *No Child Left Behind* became law, there was a push to create certification for paraeducators. At the time, Belmond-Klemme put in place a \$100 stipend paid to whomever would get the para certification.

Unfortunately, times have changed but our master contract has not. Section 9.4 of the support staff master contract reads, "Para-educators who earn a level two (2) para-educator certificate will receive a one-hundred-dollar (\$100) stipend at the completion of a full contract year.

Meanwhile, a Paraeducator Certification class at the Clear Lake AEA costs a para \$360.00.

Supplemental pay cannot be bargained. The school board must act unilaterally.

### **Recommended Action:**

I recommend the board move to rescind the one-hundred-dollar (\$100) stipend for completing Paraeducator Certification training and replace it with a \$0.50 per hour raise for all paras who have such certification.

This proposal has the support of the BKESA and a representative of the BK paraeducators.