



# BUILD TOGETHER

10/23/23



Cedar Rapids  
Community School District

*Every Learner. Future Ready.*

## Paraprofessional Update



**Cedar Rapids  
Community School District**

*Every Learner. Future Ready.*

## 23-24 Paras in CRCSD status

- Describe
- Ascribe
- Prescribe

# Describe- Background and current state

## 3 Types of larger categories of Paraprofessionals

- Special Education
- General Education
- Early Learning

## SPED postings process

1. Determine disabilities
2. Determine LRE
3. Determine accommodations for LRE
4. With approval of LEA, include support that is required by a para
5. Make posting

# What do we use paras for?

One-on-one services

program support

study hall monitoring

health intervention

skill reinforcement or  
acquisition

credit recovery facilitation

data collection (medicaid)

general classroom backup

Extracurricular help

Transportation

Behavior plan support

behavioral intervention

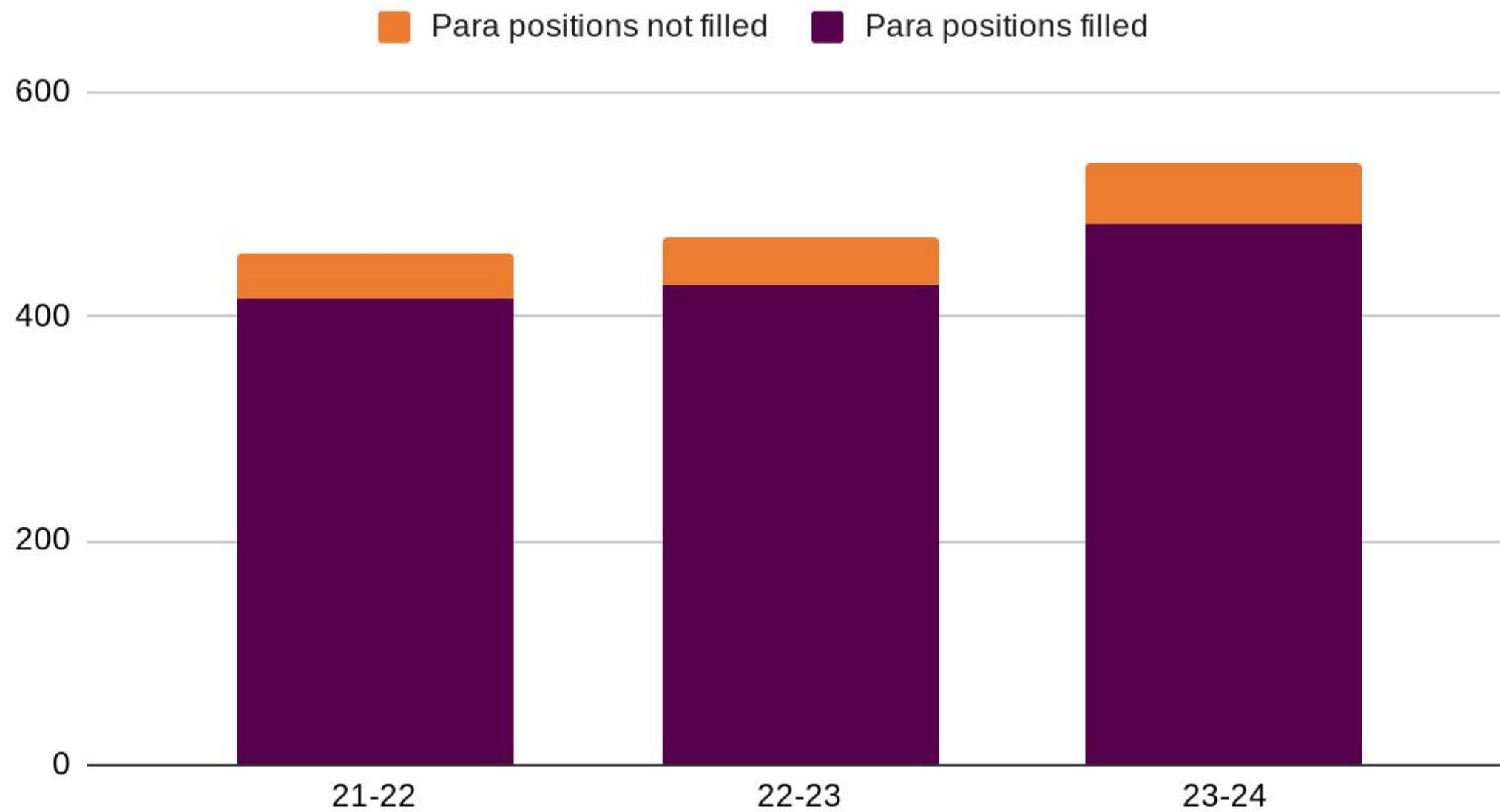
security

## Other facts

- Paras make up  $\approx 537/2669$  of our workforce ( $\approx 20\%$ )
- Only 7 positions are ESSER funded
- SPED paras serve our 2483 students with IEPs

# Positions in 22-23 vs. 23-24

## Para Positions



	21-22	22-23	23-24
Para positions filled	416	428	482
Para positions not filled	40	42	55
out of	456	470	537

# Vacancies as of 10/13/23

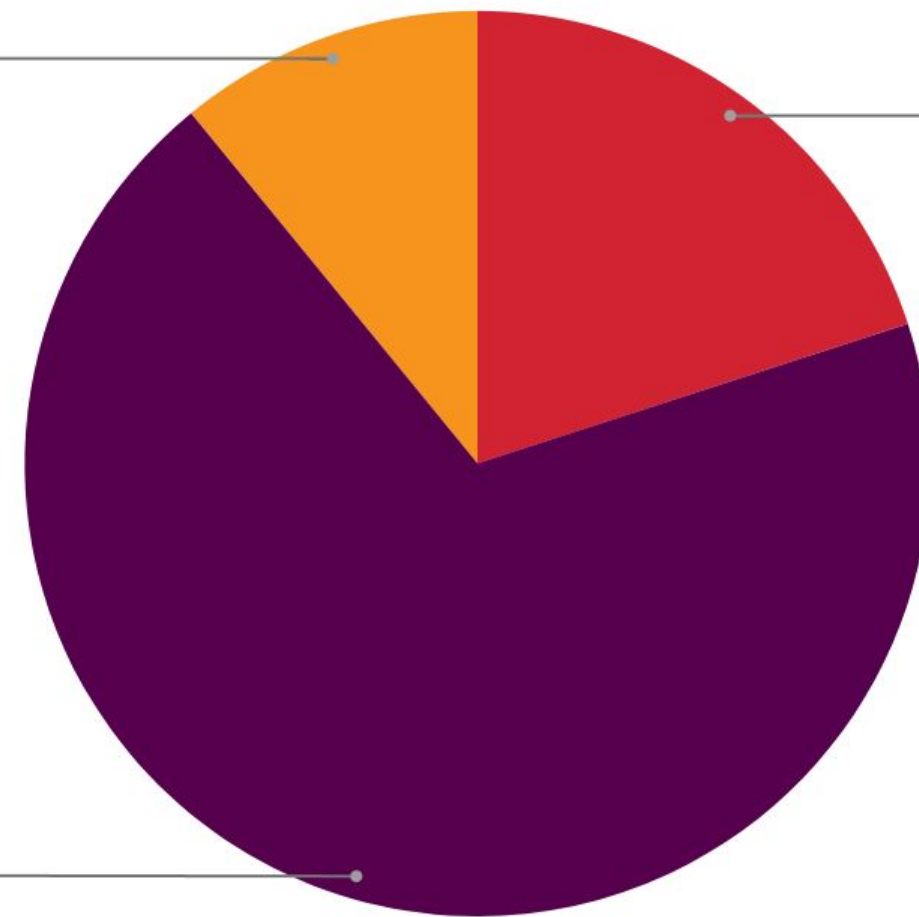
Category of Para	Total
Gen. Ed.	11
Spec. Ed.	38
Early Learning	6
<b>TOTAL</b>	<b>55</b>

Total

Early Learning  
10.9%

Gen. Ed.  
20.0%

Spec. Ed.  
69.1%



# Ascribe- What to take away and why?

- Higher fill rate than last year
- More vacancies than last year
- Bulk of positions are dependent on Special Education population
- Very competitive sector in finding candidates (\$15)
  - Most common hiring wage in the corridor
- Challenges of centralizing vs. building control with hiring candidates



# Hiring Wages

High School/ Work Keys Test	Generalist Certification	Specialist Certification	AA any	AA (ed.)	BA	Education certification
\$15.10	\$15.20	\$15.30	\$15.45	\$15.60	\$15.70	\$15.80

# Current wages

Scenario:

- start at the HS level
- 8 hour employee

lane	initial wage	3% bump	increase of wage annually
High School/ Work Keys	\$ 15.10	\$0.45	\$706.68
Generalist Certification	\$ 15.55	\$0.47	\$727.88
Specialist Certification	\$ 16.02	\$0.48	\$749.72
AA in any field	\$ 16.50	\$0.50	\$772.21
AA in education	\$ 16.00	\$0.48	\$748.80
BA in any field	\$ 16.48	\$0.49	\$771.26
Education certification	\$ 16.97	\$0.51	\$794.40
total	n/a	\$3.38	\$5,270.95

# Prescribe- Current and next steps?

- Continue to look for paras
- Increase efficacy of paras (retention) through professional learning
  - monthly sessions are newly offered this year
- Promotion and development

