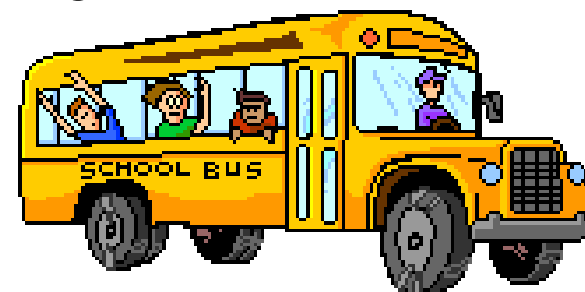
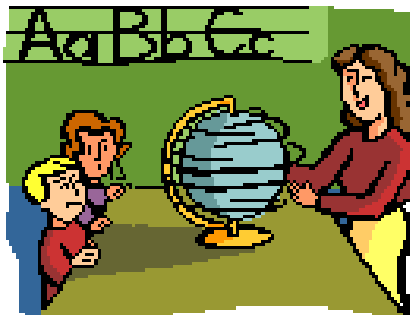




**We treat your children like they  
are our own ... because they are.**



# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

- ❑ The challenge of filling ECCAT positions.
- ❑ The way an ECCAT position is posted may solve some of the problems.
- ❑ Long term solutions
- ❑ Problems in the pay structure for ECCAT positions.

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

All service personnel classification titles are provided in West Virginia Code §18A-4-8(i). The three ECCAT classification titles are defined in that section which means that these classification titles are service personnel positions. As service personnel positions, vacancies in the three ECCAT classification titles must be posted and filled pursuant to West Virginia Code 18A-4-8b & 18A-4-8g.

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

The two steps in filling service personnel positions pursuant to West Virginia Code §18A-4-8b & 18A-4-8g are:

- ❑ Divide the applicants according to statutory preference
- ❑ Apply the statutory criteria to applicants within the group



# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

Dividing the applicants according to statutory preference, we find that the first three groups are:

- ❑ Applicants who hold a classification title *within the classification category of the vacancy*
- ❑ Applicant on the preferred recall list *with seniority within the classification category of the vacancy*
- ❑ Applicants *who do not hold a classification title within the classification category of the vacancy.*

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

Applicants within a grouping are compared according to qualifications, evaluations, and seniority. In many groupings, the seniority utilized is seniority *within the classification category of the vacancy*.

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

West Virginia Code §18A-4-8b(d)(2) provides:  
Each class title listed in section eight of this article is considered a separate classification category of employment for service personnel, except for those class titles having Roman numeral designations which are considered a single classification of employment:



# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

West Virginia Code §18A-4-8b(d)(2) also provides:

- A) The cafeteria manager class title is included in the same classification category as cooks;
- (B) The executive secretary class title is included in the same classification category as secretaries;
- (C) Paraprofessional, autism mentor and braille or sign language specialist class titles are included in the same classification category as aides; and
- (D) The mechanic assistant and chief mechanic class titles are included in the same classification category as mechanics.



# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

- "Early Childhood Classroom Assistant Teacher – Temporary Authorization"
- "Early Childhood Classroom Assistant Teacher – Permanent Authorization"
- "Early Childhood Classroom Assistant Teacher – Paraprofessional Certificate"

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

Temporary Fix #1:  
Post ECCAT positions as  
multiclassified positions,  
i.e., ECCAT/Aide

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

Temporary Fix #2:  
Specify in the posting that  
preference is given to  
applicants holding an  
ECCAT certification.

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

Temporary Fix #3:

Specify in the posting that if no applicant holds an ECCAT authorization, applicants willing to pursue authorization will be considered.



# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

- ❖ LONG-TERM SOLUTIONS:
- ❖ Incorporate ECCAT class titles into the aide classification title.
- ❖ Eliminate ECCAT as a “separate” classification title

# THE EARLY CHILDHOOD CLASSROOM ASSISTANT TEACHER CLASSIFICATIONS

## PAY GRADE PROBLEMS

- ✓ Employees with temporary authorization and those with permanent authorization receive the same pay grade.
- ✓ Employees with ECCAT Paraprofessional Authorization and those with Paraprofessional certification receive the same pay grade