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LAW/RWH

[First Reprint]

**ASSEMBLY, No. 420**

**STATE OF NEW JERSEY**  
**213th LEGISLATURE**

PRE-FILED FOR INTRODUCTION IN THE 2008 SESSION

**Sponsored by:**

**Assemblywoman AMY H. HANDLIN**  
**District 13 (Middlesex and Monmouth)**  
**Assemblywoman JOAN M. VOSS**  
**District 38 (Bergen)**

**Co-Sponsored by:**

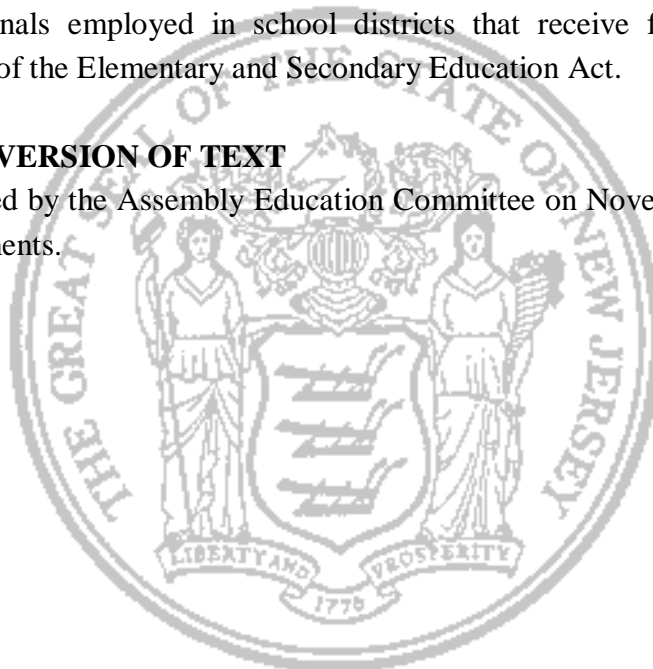
**Assemblyman Vas, Assemblywoman Greenstein, Assemblyman**  
**Chiappone, Senators Cunningham and Turner**

**SYNOPSIS**

Establishes measures to provide employment stability for teaching paraprofessionals employed in school districts that receive federal funding under Title I of the Elementary and Secondary Education Act.

**CURRENT VERSION OF TEXT**

As reported by the Assembly Education Committee on November 13, 2008, with amendments.



**(Sponsorship Updated As Of: 1/12/2010)**

1 AN ACT concerning certain teaching paraprofessionals and  
2 supplementing Title 18A of the New Jersey Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6

7 1. The Legislature finds and declares that as school districts that  
8 receive federal funding under Title I of the Elementary and  
9 Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.) come  
10 under greater pressure to meet standards and demonstrate higher  
11 student performance, teachers in those districts are being forced to  
12 focus more on curriculum and student test preparation. In response  
13 to this pressure, the paraprofessionals that assist teachers are  
14 assuming greater responsibility for supporting students in the  
15 classroom and the school environment. Paraprofessionals perform a  
16 critically important role in providing a thorough and efficient  
17 education to the State's public school students. It is therefore  
18 fitting and proper to establish measures to enhance employment  
19 stability and promote professional development for these  
20 individuals.

21

22 2. a. As used in this section, "paraprofessional" means an  
23 individual who is employed in a school district as a school aide or  
24 classroom aide who assists a teaching staff member with the  
25 supervision of pupil activities.

26 b. On or before May 15 in each year, a paraprofessional  
27 continuously employed since the preceding September 30 in a  
28 school district that receives funding under Title I of the federal  
29 Elementary and Secondary Education Act of 1965 (20 U.S.C. s.  
30 6301 et seq.) shall receive either:

31 (1) a written offer of a contract for employment from the board  
32 of education for the next succeeding year providing for at least the  
33 same terms and conditions of employment but with such increases  
34 in salary as may be required by law or policies of the board of  
35 education; or

36 (2) a written notice from the chief school administrator that  
37 employment will not be offered.

38

39 3. a. As used in this section, "paraprofessional" means an  
40 individual who is employed in a school district as a school aide or  
41 classroom aide who assists a teaching staff member with the  
42 supervision of pupil activities.

**EXPLANATION** – Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

<sup>1</sup>Assembly AED committee amendments adopted November 13, 2008.

1        b. A paraprofessional employed in a school district that receives  
2 funding under Title I of the federal Elementary and Secondary  
3 Education Act of 1965 (20 U.S.C. s.6301 et seq.) shall be dismissed  
4 or reduced in compensation 'during the term of a contract' only for  
5 just cause, and may not be dismissed for arbitrary or capricious  
6 reasons. A paraprofessional who is dismissed or reduced in  
7 compensation shall receive notice of the basis for the dismissal or  
8 reduction in compensation and have an opportunity to be heard.

9        c. Nothing in this section shall be construed to grant tenure to a  
10 paraprofessional, interfere with the provisions of a collective  
11 bargaining agreement, or affect any other right or remedy that may  
12 be available to a school district or paraprofessional pursuant to law.

13  
14        4. a. As used in this section, "paraprofessional" means an  
15 individual who is employed in a school district as a school aide or  
16 classroom aide who assists a teaching staff member with the  
17 supervision of pupil activities.

18        b. Prior to the beginning of the first full academic year  
19 following the enactment of P.L. , c. (C. ) (pending before the  
20 Legislature as this bill), a regionally-accredited institution of higher  
21 education offering coursework for a New Jersey instructional  
22 certificate shall adopt policies and procedures to allow a student  
23 who is enrolled in a teacher preparation program offered by the  
24 institution and who is a paraprofessional employed in a school  
25 district that receives funding under Title I of the federal Elementary  
26 and Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.) to  
27 perform his student teaching experience in the district in which he  
28 is employed. The institution shall enter into an agreement with the  
29 district in which the paraprofessional is employed to authorize the  
30 student teaching.

31        c. Prior to the beginning of the first full school year following  
32 the enactment of P.L. , c. (C. ) (pending before the Legislature as  
33 this bill), a school district that receives funding under Title I of the  
34 federal Elementary and Secondary Education Act of 1965 (20  
35 U.S.C. s.6301 et seq.) shall adopt policies and procedures to allow a  
36 paraprofessional who is employed by the district and who is  
37 enrolled in a teacher preparation program at a regionally-accredited  
38 institution of higher education to perform his student teaching  
39 experience in the district. The district shall enter into an agreement  
40 with the institution of higher education in which the  
41 paraprofessional is enrolled to authorize the student teaching  
42 experience in the district.

43        d. A school district that receives funding under Title I of the  
44 federal Elementary and Secondary Education Act of 1965 (20  
45 U.S.C. s.6301 et seq.) shall provide 'if feasible,' a  
46 paraprofessional who is student teaching in the district pursuant to  
47 this section with a modified work schedule that enables the

**A420 [1R] HANDLIN, VOSS**

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- 1 paraprofessional to complete the student teaching experience while
- 2 employed as a paraprofessional.
- 3
- 4 5. This act shall take effect immediately.

**ASSEMBLY, No. 420**

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**STATE OF NEW JERSEY**

**213th LEGISLATURE**

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PRE-FILED FOR INTRODUCTION IN THE 2008 SESSION

**Sponsored by:**

**Assemblywoman AMY H. HANDLIN**  
**District 13 (Middlesex and Monmouth)**  
**Assemblywoman JOAN M. VOSS**  
**District 38 (Bergen)**

**SYNOPSIS**

Establishes measures to provide employment stability for teaching paraprofessionals employed in school districts that receive federal funding under Title I of the Elementary and Secondary Education Act.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 2/8/2008)**

1 AN ACT concerning certain teaching paraprofessionals and  
2 supplementing Title 18A of the New Jersey Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6

7 1. The Legislature finds and declares that as school districts that  
8 receive federal funding under Title I of the Elementary and  
9 Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.) come  
10 under greater pressure to meet standards and demonstrate higher  
11 student performance, teachers in those districts are being forced to  
12 focus more on curriculum and student test preparation. In response  
13 to this pressure, the paraprofessionals that assist teachers are  
14 assuming greater responsibility for supporting students in the  
15 classroom and the school environment. Paraprofessionals perform a  
16 critically important role in providing a thorough and efficient  
17 education to the State's public school students. It is therefore  
18 fitting and proper to establish measures to enhance employment  
19 stability and promote professional development for these  
20 individuals.

21

22 2. a. As used in this section, "paraprofessional" means an  
23 individual who is employed in a school district as a school aide or  
24 classroom aide who assists a teaching staff member with the  
25 supervision of pupil activities.

26 b. On or before May 15 in each year, a paraprofessional  
27 continuously employed since the preceding September 30 in a  
28 school district that receives funding under Title I of the federal  
29 Elementary and Secondary Education Act of 1965 (20 U.S.C. s.  
30 6301 et seq.) shall receive either:

31 (1) a written offer of a contract for employment from the board  
32 of education for the next succeeding year providing for at least the  
33 same terms and conditions of employment but with such increases  
34 in salary as may be required by law or policies of the board of  
35 education; or

36 (2) a written notice from the chief school administrator that  
37 employment will not be offered.

38

39 3. a. As used in this section, "paraprofessional" means an  
40 individual who is employed in a school district as a school aide or  
41 classroom aide who assists a teaching staff member with the  
42 supervision of pupil activities.

43 b. A paraprofessional employed in a school district that receives  
44 funding under Title I of the federal Elementary and Secondary  
45 Education Act of 1965 (20 U.S.C. s.6301 et seq.) shall be dismissed  
46 or reduced in compensation only for just cause, and may not be  
47 dismissed for arbitrary or capricious reasons. A paraprofessional



1 who is dismissed or reduced in compensation shall receive notice of  
2 the basis for the dismissal or reduction in compensation and have an  
3 opportunity to be heard.

4 c. Nothing in this section shall be construed to grant tenure to a  
5 paraprofessional, interfere with the provisions of a collective  
6 bargaining agreement, or affect any other right or remedy that may  
7 be available to a school district or paraprofessional pursuant to law.

8

9 4. a. As used in this section, “paraprofessional” means an  
10 individual who is employed in a school district as a school aide or  
11 classroom aide who assists a teaching staff member with the  
12 supervision of pupil activities.

13 b. Prior to the beginning of the first full academic year  
14 following the enactment of P.L. , c. (C. ) (pending before the  
15 Legislature as this bill), a regionally-accredited institution of higher  
16 education offering coursework for a New Jersey instructional  
17 certificate shall adopt policies and procedures to allow a student  
18 who is enrolled in a teacher preparation program offered by the  
19 institution and who is a paraprofessional employed in a school  
20 district that receives funding under Title I of the federal Elementary  
21 and Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.) to  
22 perform his student teaching experience in the district in which he  
23 is employed. The institution shall enter into an agreement with the  
24 district in which the paraprofessional is employed to authorize the  
25 student teaching.

26 c. Prior to the beginning of the first full school year following  
27 the enactment of P.L. , c. (C. ) (pending before the Legislature as  
28 this bill), a school district that receives funding under Title I of the  
29 federal Elementary and Secondary Education Act of 1965 (20  
30 U.S.C. s.6301 et seq.) shall adopt policies and procedures to allow a  
31 paraprofessional who is employed by the district and who is  
32 enrolled in a teacher preparation program at a regionally-accredited  
33 institution of higher education to perform his student teaching  
34 experience in the district. The district shall enter into an agreement  
35 with the institution of higher education in which the  
36 paraprofessional is enrolled to authorize the student teaching  
37 experience in the district.

38 d. A school district that receives funding under Title I of the  
39 federal Elementary and Secondary Education Act of 1965 (20  
40 U.S.C. s.6301 et seq.) shall provide a paraprofessional who is  
41 student teaching in the district pursuant to this section with a  
42 modified work schedule that enables the paraprofessional to  
43 complete the student teaching experience while employed as a  
44 paraprofessional.

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46 5. This act shall take effect immediately.

STATEMENT

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This bill establishes measures to provide employment stability and promote professional growth for paraprofessionals employed in school districts that receive funding under Title I of the federal Elementary and Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.). The No Child Left Behind Act of 2001 (NCLB) imposed educational requirements that paraprofessionals in Title I districts must meet. Moreover, the NCLB has significantly increased the demands on teachers in Title I districts. As a consequence, the paraprofessionals who support those teachers have had to assume greater responsibilities. The goal of the bill is to enhance employment stability and promote professional development for those individuals.

As defined by the bill, “paraprofessional” means a school aide or classroom aide who assists a teaching staff member with the supervision of pupil activities. The bill establishes certain employment protections for paraprofessionals employed in Title I districts. The bill requires that a paraprofessional employed in a Title I district may be dismissed or reduced in compensation only for just cause, and only upon notice and an opportunity to be heard.

The bill also provides that on or before May 15 in each year, a paraprofessional in a Title I district who has been continuously employed since the preceding September 30 would receive either a written offer of a contract for employment from the board of education for the next succeeding year, or a written notice from the chief school administrator that employment will not be offered.

Finally, the bill establishes measures to allow a paraprofessional in a Title I district who is enrolled in a teacher preparation program offered by a regionally-accredited institution of higher education to perform the student teaching experience required for completion of the program in the school district in which he is employed. The school district would be required to provide the paraprofessional with a modified work schedule to enable the paraprofessional to complete student teaching while employed in the district.

# ASSEMBLY EDUCATION COMMITTEE

## STATEMENT TO

### **ASSEMBLY, No. 420**

with committee amendments

# **STATE OF NEW JERSEY**

DATED: NOVEMBER 13, 2008

The Assembly Education Committee reports favorably Assembly Bill No. 420 with committee amendments.

The purpose of this bill is to provide a measure of employment stability and promote professional growth for paraprofessionals employed in school districts that receive funding under Title I of the federal Elementary and Secondary Education Act of 1965. The bill defines a paraprofessional as a school aide or classroom aide who assists a teaching staff member with the supervision of pupil activities.

As amended, the bill provides that a paraprofessional employed in a Title I school district may be dismissed or reduced in compensation during the term of a contract only for just cause and may not be dismissed for arbitrary or capricious reasons. A paraprofessional who is dismissed or reduced in compensation must receive a notice for the basis of the action and have an opportunity to be heard.

The bill also provides that on or before May 15 of each year, a paraprofessional in a Title I district who has been continuously employed since the preceding September 30 will receive either a written offer of a contract for employment from the board of education for the next succeeding school year, or a written notice from the chief school administrator that employment will not be offered.

Finally, the bill provides that in the case of a paraprofessional who is employed in a Title I school district and is enrolled in a teacher preparation program in an institution of higher education, the institution must adopt procedures to allow the paraprofessional to perform his student teaching in the district in which he is employed. The bill also directs the school district to adopt similar procedures, as well as to provide the paraprofessional, if feasible, with a modified work schedule that enables him to complete the student teaching experience while employed as a paraprofessional.

The committee amended the bill to: 1) clarify that the protection against the dismissal of a paraprofessional included in the bill is applicable during the term of the paraprofessional's contract; and 2) provide that the requirement imposed upon a school district to modify the work schedule of a paraprofessional who is student teaching in the district is applicable only if a modified work schedule is feasible.

# SENATE EDUCATION COMMITTEE

## STATEMENT TO

[First Reprint]

**ASSEMBLY, No. 420**

# **STATE OF NEW JERSEY**

DATED: MAY 4, 2009

The Senate Education Committee reports favorably Assembly Bill No. 420 1R.

The purpose of this bill is to provide a measure of employment stability and promote professional growth for paraprofessionals employed in school districts that receive funding under Title I of the federal Elementary and Secondary Education Act of 1965. The bill defines a paraprofessional as a school aide or classroom aide who assists a teaching staff member with the supervision of pupil activities.

The bill provides that a paraprofessional employed in a Title I school district may be dismissed or reduced in compensation during the term of a contract only for just cause and may not be dismissed for arbitrary or capricious reasons. A paraprofessional who is dismissed or reduced in compensation must receive a notice for the basis of the action and have an opportunity to be heard.

The bill also provides that on or before May 15 of each year, a paraprofessional in a Title I district who has been continuously employed since the preceding September 30 will receive either a written offer of a contract for employment from the board of education for the next succeeding school year, or a written notice from the chief school administrator that employment will not be offered.

Finally, the bill provides that in the case of a paraprofessional who is employed in a Title I school district and is enrolled in a teacher preparation program in an institution of higher education, the institution must adopt procedures to allow the paraprofessional to perform his student teaching in the district in which he is employed. The bill also directs the school district to adopt similar procedures, as well as to provide the paraprofessional, if feasible, with a modified work schedule that enables him to complete the student teaching experience while employed as a paraprofessional.

As reported by the committee, this bill is identical to Senate Bill No. 1773 with committee amendments, which also was reported by the committee on this same date.

**SENATE, No. 1773**

**STATE OF NEW JERSEY**  
**213th LEGISLATURE**

INTRODUCED MAY 8, 2008

**Sponsored by:**

**Senator SANDRA B. CUNNINGHAM**

**District 31 (Hudson)**

**SYNOPSIS**

Establishes measures to provide employment stability for teaching paraprofessionals employed in school districts that receive federal funding under Title I of the Elementary and Secondary Education Act.

**CURRENT VERSION OF TEXT**

As introduced.



S1773 CUNNINGHAM

2

1 AN ACT concerning certain teaching paraprofessionals and  
2 supplementing Title 18A of the New Jersey Statutes.

3

4 **BE IT ENACTED** by the Senate and General Assembly of the State  
5 of New Jersey:

6

7 1. The Legislature finds and declares that as school districts  
8 that receive federal funding under Title I of the Elementary and  
9 Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.) come  
10 under greater pressure to meet standards and demonstrate higher  
11 student performance, teachers in those districts are being forced to  
12 focus more on curriculum and student test preparation. In response  
13 to this pressure, the paraprofessionals that assist teachers are  
14 assuming greater responsibility for supporting students in the  
15 classroom and the school environment. Paraprofessionals perform a  
16 critically important role in providing a thorough and efficient  
17 education to the State's public school students. It is therefore  
18 fitting and proper to establish measures to enhance employment  
19 stability and promote professional development for these  
20 individuals.

21

22 2. a. As used in this section, "paraprofessional" means an  
23 individual who is employed in a school district as a school aide or  
24 classroom aide who assists a teaching staff member with the  
25 supervision of pupil activities.

26 b. On or before May 15 in each year, a paraprofessional  
27 continuously employed since the preceding September 30 in a  
28 school district that receives funding under Title I of the federal  
29 Elementary and Secondary Education Act of 1965 (20 U.S.C. s.  
30 6301 et seq.) shall receive either:

31 (1) a written offer of a contract for employment from the board  
32 of education for the next succeeding year providing for at least the  
33 same terms and conditions of employment but with such increases  
34 in salary as may be required by law or policies of the board of  
35 education; or

36 (2) a written notice from the chief school administrator that  
37 employment will not be offered.

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39 3. a. As used in this section, "paraprofessional" means an  
40 individual who is employed in a school district as a school aide or  
41 classroom aide who assists a teaching staff member with the  
42 supervision of pupil activities.

43 b. A paraprofessional employed in a school district that  
44 receives funding under Title I of the federal Elementary and  
45 Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.) shall  
46 be dismissed or reduced in compensation only for just cause, and  
47 may not be dismissed for arbitrary or capricious reasons. A  
48 paraprofessional who is dismissed or reduced in compensation shall

**S1773 CUNNINGHAM**

1 receive notice of the basis for the dismissal or reduction in  
2 compensation and have an opportunity to be heard.

3 c. Nothing in this section shall be construed to grant tenure to a  
4 paraprofessional, interfere with the provisions of a collective  
5 bargaining agreement, or affect any other right or remedy that may  
6 be available to a school district or paraprofessional pursuant to law.

7

8 4. a. As used in this section, “paraprofessional” means an  
9 individual who is employed in a school district as a school aide or  
10 classroom aide who assists a teaching staff member with the  
11 supervision of pupil activities.

12 b. Prior to the beginning of the first full academic year  
13 following the enactment of P.L. , c. (C. ) (pending before the  
14 Legislature as this bill), a regionally-accredited institution of higher  
15 education offering coursework for a New Jersey instructional  
16 certificate shall adopt policies and procedures to allow a student  
17 who is enrolled in a teacher preparation program offered by the  
18 institution and who is a paraprofessional employed in a school  
19 district that receives funding under Title I of the federal Elementary  
20 and Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.) to  
21 perform his student teaching experience in the district in which he  
22 is employed. The institution shall enter into an agreement with the  
23 district in which the paraprofessional is employed to authorize the  
24 student teaching.

25 c. Prior to the beginning of the first full school year following  
26 the enactment of P.L. , c. (C. ) (pending before the Legislature  
27 as this bill), a school district that receives funding under Title I of  
28 the federal Elementary and Secondary Education Act of 1965 (20  
29 U.S.C. s.6301 et seq.) shall adopt policies and procedures to allow a  
30 paraprofessional who is employed by the district and who is  
31 enrolled in a teacher preparation program at a regionally-accredited  
32 institution of higher education to perform his student teaching  
33 experience in the district. The district shall enter into an agreement  
34 with the institution of higher education in which the  
35 paraprofessional is enrolled to authorize the student teaching  
36 experience in the district.

37 d. A school district that receives funding under Title I of the  
38 federal Elementary and Secondary Education Act of 1965 (20  
39 U.S.C. s.6301 et seq.) shall provide a paraprofessional who is  
40 student teaching in the district pursuant to this section with a  
41 modified work schedule that enables the paraprofessional to  
42 complete the student teaching experience while employed as a  
43 paraprofessional.

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45 5. This act shall take effect immediately.

STATEMENT

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This bill establishes measures to provide employment stability and promote professional growth for paraprofessionals employed in school districts that receive funding under Title I of the federal Elementary and Secondary Education Act of 1965 (20 U.S.C. s.6301 et seq.). The No Child Left Behind Act of 2001 (NCLB) imposed educational requirements that paraprofessionals in Title I districts must meet. Moreover, the NCLB has significantly increased the demands on teachers in Title I districts. As a consequence, the paraprofessionals who support those teachers have had to assume greater responsibilities. The goal of the bill is to enhance employment stability and promote professional development for those individuals.

As defined by the bill, “paraprofessional” means a school aide or classroom aide who assists a teaching staff member with the supervision of pupil activities. The bill establishes certain employment protections for paraprofessionals employed in Title I districts. The bill requires that a paraprofessional employed in a Title I district may be dismissed or reduced in compensation only for just cause, and only upon notice and an opportunity to be heard.

The bill also provides that on or before May 15 in each year, a paraprofessional in a Title I district who has been continuously employed since the preceding September 30 would receive either a written offer of a contract for employment from the board of education for the next succeeding year, or a written notice from the chief school administrator that employment will not be offered.

Finally, the bill establishes measures to allow a paraprofessional in a Title I district who is enrolled in a teacher preparation program offered by a regionally-accredited institution of higher education to perform the student teaching experience required for completion of the program in the school district in which he is employed. The school district would be required to provide the paraprofessional with a modified work schedule to enable the paraprofessional to complete student teaching while employed in the district.



# SENATE EDUCATION COMMITTEE

## STATEMENT TO

### **SENATE, No. 1773**

with committee amendments

# **STATE OF NEW JERSEY**

DATED: MAY 4, 2009

The Senate Education Committee reports favorably Senate Bill No. 1773 with committee amendments.

The purpose of this bill is to provide a measure of employment stability and promote professional growth for paraprofessionals employed in school districts that receive funding under Title I of the federal Elementary and Secondary Education Act of 1965. The bill defines a paraprofessional as a school aide or classroom aide who assists a teaching staff member with the supervision of pupil activities.

As amended, the bill provides that a paraprofessional employed in a Title I school district may be dismissed or reduced in compensation during the term of a contract only for just cause and may not be dismissed for arbitrary or capricious reasons. A paraprofessional who is dismissed or reduced in compensation must receive a notice for the basis of the action and have an opportunity to be heard.

The bill also provides that on or before May 15 of each year, a paraprofessional in a Title I district who has been continuously employed since the preceding September 30 will receive either a written offer of a contract for employment from the board of education for the next succeeding school year, or a written notice from the chief school administrator that employment will not be offered.

Finally, the bill provides that in the case of a paraprofessional who is employed in a Title I school district and is enrolled in a teacher preparation program in an institution of higher education, the institution must adopt procedures to allow the paraprofessional to perform his student teaching in the district in which he is employed. The bill also directs the school district to adopt similar procedures, as well as to provide the paraprofessional, if feasible, with a modified work schedule that enables him to complete the student teaching experience while employed as a paraprofessional.

The committee amended the bill to: 1) clarify that the protection against the dismissal of a paraprofessional included in the bill is applicable during the term of the paraprofessional's contract; and 2) provide that the requirement imposed upon a school district to modify

the work schedule of a paraprofessional who is student teaching in the district is applicable only if a modified work schedule is feasible.

As reported by the committee, this bill is identical to Assembly Bill No. 420 (1R), which also was reported by the committee on this same date.