

Dear [Senator/Representative] [Last Name],

I am writing to bring attention to the urgent challenges facing paraprofessionals working in special education—an essential workforce that is often overlooked in education policy and funding decisions.

Key concerns include:

- **Non-livable wages:**
Paraprofessionals are paid far below a livable wage, despite working directly with students who have significant and complex needs.
- **Rising health care costs:**
Health insurance costs continue to increase while wages remain stagnant, making it difficult for paraprofessionals to remain in these roles long term.
- **Lack of formal onboarding and training:**
Many paraprofessionals enter classrooms without thorough training prior to working with students.
- **Highly demanding work conditions:**
The role is physically, emotionally, and mentally challenging, requiring skill, patience, and consistency to effectively support students with disabilities.
- **High turnover rates:**
Low pay, limited training, and insufficient support lead to frequent turnover, disrupting services for students who rely on stable relationships and placing additional strain on already stretched school systems.

Why this matters:

- Paraprofessionals are essential members of special education teams
- Students with disabilities are disproportionately impacted by staffing instability
- Teachers and schools are strained by the lack of systemic training and support

I respectfully urge you to consider policies and funding that would:

- Increase paraprofessional wages
- Improve access to affordable health care
- Establish consistent, high-quality onboarding and training before paraprofessionals enter classrooms

Thank you for your time and service to our state. I appreciate your attention to this issue and hope you will consider taking action to support paraprofessionals, educators, and the students they serve.

Sincerely, Your Name