



# INTERVENER COMPENSATION

Although intervener job responsibilities are similar across the U.S., salaries and benefits vary greatly due to school district pay scales, job classifications, attainment of an intervener credential or certification, and degrees or expertise in other fields (e.g., interpreting, nursing). With this in mind, the decision regarding intervener pay should consider several important factors.

First, although interveners are frequently placed in a category alongside other paraeducators, the additional specialized training in deaf-blindness required for interveners justifies compensation above that of a typical paraeducator. Training and certification or credentialing can be rigorous and time consuming because it requires the individual to meet the [Council for Exceptional Children \(CEC\) intervener competencies](#) and to have practical experience working with children who are deaf-blind.

Likewise, although the number of special education paraeducators has risen considerably over the last several decades, there has also been a rising turnover rate. Research suggests that those working one-to-one with students, particularly students with intensive needs, have some of the highest rates of attrition. A number of reasons have been identified for these trends (e.g., shifting job responsibilities/expectations, insufficient training and support, burnout, relocation, pursuit of a degree or a teaching position). Importantly, administrators should consider the demonstrated link between pay and retention in nearly all professions, including special education paraeducators, when concerned about long-term retention and making decisions regarding intervener compensation.



## PAY RATES

As a relatively new job role, intervener pay has not been standardized. In the U.S., it varies widely from state to state and district to district.

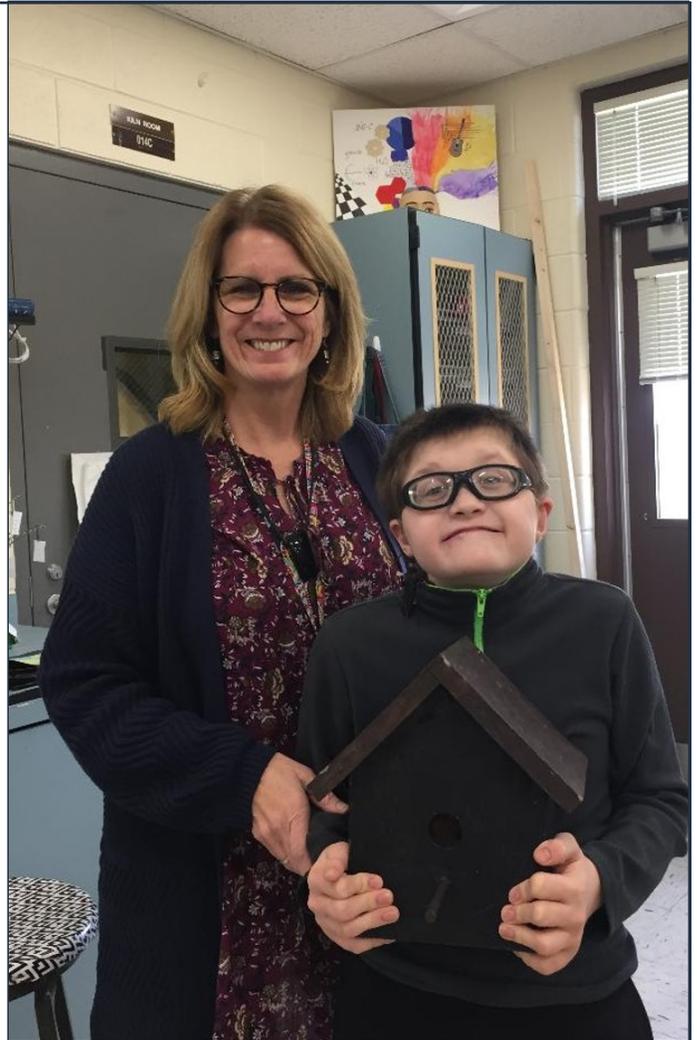
- In some districts, intervener pay falls between the pay scales for paraeducators and those for educational interpreters.
- Often, an intervener's compensation is based on how the position is classified in a district, state, or organization (e.g., pay is sometimes based on whether an intervener is full-time or part-time; hourly or salaried).
- In some states, interveners receive a raise in pay when they obtain a national certificate or credential.
- Pay rates can sometimes be negotiated by bargaining units or school boards when interveners are hired through specific districts, cooperatives, or organizations.

## BENEFITS

Just like with pay, benefits provided to interveners vary by state, organization, employment status, and other factors.

- Benefits provided to interveners can include paid time off, medical insurance, vision and dental insurance, professional development stipend, retirement accounts, health and wellness gym reimbursement, and relocation expenses.
- In districts and states where interveners are classified as paraeducators, part-time employees, or hourly employees, benefits may not be included.

To learn more, visit [Tools to Employ and Support Intervenors](#).



## REFERENCES

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### National Center on Deaf-Blindness, March 2022 | [nationaldb.org](http://nationaldb.org)

*The contents of this publication were developed under a grant from the U.S. Department of Education, #H326T180026. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement by the Federal Government. Project Officer, Susan Weigert.*



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