

**TITLE:** Instructional Assistant, Special Ed

**REPORTS TO:** Building Administrator/Director of Special Ed

**FAIR LABOR STANDARDS ACT (FLSA):** Non-Exempt. This position is an hourly position.

**QUALIFICATIONS:**

1. Submit to a criminal history check as required by the school district.
2. Be at least 21 years of age at the time of initial employment.
3. Have a high school diploma or the equivalent.
4. Demonstrated aptitude for the work to be performed.
5. Such alternatives to the above qualifications as the Board may find appropriate and acceptable.
6. Must be proficient in English both oral and written.
7. Have standards of moral character as required of teachers.

**JOB GOALS:** To provide a well organized, smoothly functioning class environment in which students can take full advantage of the instructional program and available resource materials.

**ESSENTIAL JOB FUNCTIONS:**

**I. Personal Qualities:**

1. Presents a positive attitude by appearance, personal neatness, personal habits and punctuality.
2. Communicates and works cooperatively with other members of the staff and public.
3. Is neat in appearance and dresses appropriately for the position.
4. Maintains confidentiality and honesty in performing assigned tasks.
5. Functions in a positive attitude where there is pressure, frequent interruptions, and in an atmosphere which may be stressful.

**II. General Duties**

1. Under supervision of certificated teacher, prepares for classroom activities.
2. Works with small groups of students to reinforce material initially introduced by the teacher.
3. Assists individual children in need of special attention.
4. Performs clerical duties as requested.
5. Guides independent study, enrichment work, and remedial work set up by the teacher.
6. Checks notebooks, corrects papers, and supervises testing and make-up work.
7. Assists in drill work.
8. Participates in in-service training programs as needed.
9. Ability or willingness to be trained for medical needs of students with disabilities.
10. Communication skills necessary for community based placement of students for work experiences.
11. Understanding of philosophy and requirements involved with inclusion for students with disabilities.
12. Ability and willingness to attend to basic toilet, feeding and mobility needs of students with disabilities.
13. Ability or willingness to be trained to be able to restrain a child.
14. May be assigned detention or study hall supervision with small groups of students.

15. Is responsible for playground/hall duty and other supervisory responsibilities as assigned by the building administrator.
16. Accesses a computer and checks on announcements and notices on a daily basis.
17. Uses a computer to complete employment data on a daily basis including but not limited by days and/or hours worked, days absent and/or present and relevant history such as sick leave and personal leave.
18. Follows all District policies and those contained in the appropriate district handbook.

**III. Timeliness:**

1. Manages time properly.
2. Returns requested information by the date and time specified.
3. Attends all meetings as required; attends in a prompt manner, and remains throughout the meeting.
4. Notifies the building administrator in the event of illness.

**Physical Qualifications:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. If this position is shared between campuses, driving may be necessary. Employee may use hands for repetitive single grasping, pushing/pulling, and fine manipulation.

While performing the duties of this job, the employee is regularly required to sit and talk or hear. The employee is occasionally required to stand, walk, stoop, kneel, crouch, bend, twist, or climb. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

The employee must frequently lift, carry, and/or move up to 50 pounds, and occasionally lift, carry, and/or move up to 100 pounds.

**Terms of Employment:** Assistants will be employed on all student contact days, at varying hours per day. Wage and benefits are as outlined and agreed to in the collective bargaining agreement between Monroe School District #1J and OSEA Chapter #83.

**Mandatory Child Abuse Reporting**

As mandatory reporters (ORS 419b.010) all employees are required to immediately report to Law Enforcement and/or Department of Human Services any instance of suspected child abuse.

**Evaluation:** Performance of this position will be evaluated annually.

**Reviewed by:** \_\_\_\_\_ **Date:** \_\_\_\_\_