

Section: CLASSIFIED EMPLOYEES

POLICY GUIDE

Title: EMPLOYMENT OF
PARAPROFESSIONALS
(TEACHER'S AIDES)

Adopted: 11/17/03

Revision Adopted: 7/19/10

POLICY NO. 501 EMPLOYMENT OF PARAPROFESSIONALS (TEACHER'S AIDES)

1. PURPOSE The Board recognizes the role that qualified and competent paraprofessional employees contribute to the effective operation of the programs of the District.

2. AUTHORITY The Board shall approve the employment, set the compensation and establish the terms of employment for each paraprofessional employed by the District.

3. GUIDELINES

Qualification Requirements

Instructional paraprofessionals shall meet one of the following qualifications effective July 1, 2010:

1. Have completed at least two (2) years of postsecondary study (48 credits of postsecondary education);
2. Possess an associate degree or higher (in any subject)
3. Meet a rigorous standard of quality as demonstrated through a state or local assessment.

Continuing Training Requirements

1. Each school year, instructional paraprofessionals shall provide evidence of 20 hours of staff developmental activities related to their assignment.
2. The District is responsible for providing and tracking the 20 hours of staff development on an annual basis. The District may, in its discretion, apply these criteria to substitute paraprofessionals. In making this determination, the District shall consider the length of time that the person is substituting.

Exceptions

Title I paraprofessionals who solely coordinate parent involvement activities or act as translators are exempt from the above qualifications.

Principal's Responsibility

The principal of a school providing Title I programs to students shall annually attest in writing that paraprofessionals providing instructional support in such programs meet the qualifications required by federal and state law and regulations.

Statutory Reference: 20 U.S.C. § 6319