

**POSITION DESCRIPTION**

**TITLE:** SCHOOL ASSISTANT

**TYPE:** Classified  
Non-Exempt

**REPORTS TO:** Principal or Designated Administrator

**POSITION SUMMARY:**

The primary purpose of this position is to perform non instructional duties as specified by the school administration. Emphasis will be on supervision of students and student activities, as well as general support to secretarial and administrative staff.

**MINIMUM QUALIFICATIONS:**

1. Minimum age 18 years.
2. High School Diploma or equivalent.
3. Background and Criminal History Clearance (unless current district student).
4. Demonstrates high level of communication skills and meets District standards for oral and written language proficiency in English and Spanish or Russian, as applicable.
5. Skill in leadership and facilitation including problem solving and conflict resolution.
6. Ability to understand and follow oral and written instructions.
7. Understanding of effective teamwork and collaboration techniques.
8. Such alternatives to the above qualifications as the Board or administration may deem appropriate and acceptable.

**ESSENTIAL FUNCTIONS:**

1. Communicates effectively in English in both oral and written form.
2. Communicates effectively in Spanish or Russian (if assigned) in both oral and written form.
3. Supervises and monitors student conduct and safety during arrival, between classes, breaks, lunch, recess, departure, and other non classroom or instructional periods.
4. Lifts, moves, or restrains students in accordance with Individual Education Program or Behavior Plan.
5. Performs errands as requested by secretarial or administrative staff.
6. Develops and submits reports as required by supervisor.
7. Follows all safety rules and takes all reasonable precautions to provide a safe and secure learning environment for all assigned students.
8. Demonstrates support for District Core Values, District Mission, District Strategic Plan, and Schoolwide Improvement Plan.
9. Establishes and maintains a positive and respectful learning environment and working relationship with students, staff, administration, parents/guardians, and community members.
10. Assists parents and community members as needed.
11. Demonstrates an awareness of and sensitivity to multicultural and multilingual values and environments.
12. Complies with professional development activities as required by the District.
13. Participates in various meetings for the purpose of receiving information or sharing information and expertise with students, colleagues, and parents/guardians.

14. Holds expectations for high performance of self and students.
15. Assesses results of performance for improvement on a regular basis.
16. Demonstrates computer literacy and operates software programs as related to job responsibilities.
17. Maintains accurate, complete, and confidential records as required by law and District policy and regulations.
18. Maintains the integrity of confidential information relating to a student, family, colleague, or district patron, and uses or relays academic, social, or personal information only in the course of performing assigned responsibilities and in the best interest of the individuals involved.
19. Follows all laws, District policies, rules, regulations, memos, announcements, and reasonable requests by proper authority.
20. Adheres to the same ethical standards as outlined in Teacher Standards and Practices Commission (TSPC) Standards for Competent and Ethical Performance of Oregon Educators.
21. Maintains regular attendance at work and work activities, and is punctual in meeting deadlines, attending meetings, and following schedules.

**OTHER REQUIREMENTS:**

1. The employee is expected to be dressed and groomed in a neat, clean, and appropriate professional manner for the assignment and work setting.
2. This position is performed primarily indoors in school buildings and offices, although some outdoor work and supervision is required.
3. In cases in which the employee is required to travel between sites, the employee is responsible for his/her own travel and will be reimbursed for approved mileage.
4. Possible exposure to bodily fluids due to student or employee illness or injury.
5. May be required to obtain a First Aid and/or CPR Card and serve as a Delegated Caregiver and Designated First Aid Provider.
6. Occasionally performs other duties as required by supervisor.

**TERMS OF EMPLOYMENT:**

Current work year of approximately 180 days, subject to change. May include extended hours or days as directed. Salary and benefits based on current District Salary Schedule and negotiated agreement.

**EVALUATION:**

Performance will be evaluated in accordance with District Policy and Regulations concerning personnel evaluation.

EMPLOYEE STATEMENT:

“I have reviewed the above position description and understand its contents.”

“I am aware that my position description may be revised or updated at any time and that I remain responsible for knowledge of its contents.”

“I hereby certify that I am able to fulfill the essential functions of the above position.”

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Employee Name (Print)

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Employee Signature

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Date