

LYON COUNTY SCHOOL DISTRICT

ESL Paraprofessional

Job Group: Specialized or Technical

Classification: Classified

Terms of Employment: Pay Grade 23 on the Classified Salary Structure (9 month)

FLSA STATUS: NON-EXEMPT

POSITION SUMMARY: The ESL paraprofessional will perform duties under the direct supervision of the ESL Teacher(s). The ESL paraprofessional may work with students on a one-to-one basis or with small groups of students, assist with the development and maintenance of student records and materials, assist the ESL teacher(s) in completing ELPA language testing (as appropriate), and assist students in the use of instructional technology and other such equipment. The primary role of the ESL paraprofessional is to assist ESL and classroom teachers in with teaching related activities—the activities that have been planned by the ESL or classroom teacher. Additional responsibilities will include non-instructional activities. This person reports directly to the school site administrator.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

This list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Assists English Language Learners (ELLs) in working in general education and ESL classrooms as requested.
2. Has knowledge of basic content area skills.
3. Works cooperatively in an instructional team.
4. Demonstrates the ability and commitment to learn instructional techniques to meet individual student needs.
5. Assists the teacher in: maintaining records of every student for accurate documentation; preparing, processing and receiving orders and materials; administer assessments (as applicable and permissible) and managing student behavior.
6. Keeps the ESL teacher informed of any difficulties individual students are experiencing.
7. Accompanies students to other locations within the school; general education classroom, lunch room, etc.
8. Participate in ESL professional development activities as necessary and as appropriate.

POSITION EXPECTATIONS:

1. Ability to work under the direction of the ESL and general education teacher(s).
2. Ability to work cooperatively and collaboratively with a variety of staff, teachers, and parents.
3. Ability to support the ESL teacher by helping set-up work areas, displays and exhibits, operating instructional technology, distributing and collecting paper and supplies.
4. Ability to complete routine records timely and accurate student records.
5. Ability to learn and apply school rules, regulations, and procedures.
6. Ability to complete other duties as assigned, e.g., assisting with playground, bus, or field trip).

POSITION REQUIREMENTS:

Education and Training:

1. High school diploma or GED equivalent.
2. Valid driver's license and DMV clearance.
3. Is fluent in reading, writing, and speaking English

Licenses and Certifications:

Must have:

1. First Aid, CPR Training

Experience working with the educational setting in an area of English as a Second Language preferred; proficiency in Spanish preferred.

PHYSICAL AND MENTAL REQUIREMENTS:

The physical and mental requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of the job.

Strength, dexterity, coordination, and vision to use keyboard and video display terminal for prolonged periods. Strength and stamina to bend, stoop, sit, and stand for long periods of time. Dexterity and coordination to handle files and single pieces of paper; occasional lifting of files, stacks of paper or reports, references, student work, and other materials. Some reaching for items above and below waist and head level. Some reaching, bending, squatting, and stooping to assist students access files, student work, and other items is necessary. The manual dexterity and cognitive ability to operate a personal computer and other educational technology (LCD projector, SmartBoard, iPads/Tablets, augmentative communication devices, etc.) to enhance student learning. Involves hearing and speech to communicate in person or over the telephone. Must have the ability to lift 50 pounds or 1/3 body weight, whichever is greater, to waist height, perform a 2 to 3 person lift, and the ability to restrain student(s) as needed and in accordance with state regulations.

In compliance with applicable disability laws, reasonable accommodations may be provided for qualified individuals with a disability who require and request such accommodations. Incumbents and individuals who have been offered employment are encouraged to discuss potential accommodations with the employer.

WORKING CONDITIONS:

Work is performed under the following conditions: Exposure to climate controlled classroom settings to outside weather with temperatures ranging from mild/moderate to extreme cold/heat. May involve exposure to noise levels ranging from moderate to very loud on occasional to frequent time periods. May involve work in crowded environments. May involve frequent to moderate lifting and other physical demands.

Hazards: Stress, anxiety, verbal and physical aggression. Classroom furniture, playground/office equipment, blood borne pathogens, communicable diseases, chemicals (as related to specific assignment), and power/hand operated equipment and machinery (as related to specific assignment).

PHYSICAL CAPACITY REQUIREMENTS FOR POSITION

(Mark with an X, leave blank where not applicable)

ESSENTIAL FUNCTION	LESS THAN 25% OF TIME	25% TO 49% OF TIME	50% TO 74% OF TIME	75% TO 100% OF TIME
Sitting		X		
Standing		X		
Walking		X		
Bending/Stooping/ Squatting/Twisting			X	
Crawling				
Kneeling				
Reaching above of body				
Reaching away from body				
Climbing Stairs				
Climbing while working (ladder, stools, roofs, poles)				
Balancing				
Lifting &/Or Carrying objects:				
50 Pounds or 1/3 Bodyweight	X			

Pushing	X			
Pulling	X			
Grasping/ Gripping				
Handling				
Applying Torque (arms)				
Fine Manipulation				
Repetitive Work				
Weight Bearings				
Typing, Keyboarding, or Entering Data	X			
Computer Monitor/ CRT	X			
Driving a Vehicle				
Working Alone				
Operating Machinery or Equipment:				
Heavy Equipment				
Vibrating Equipment				
Power Tools				
Machine/Electrical Hazards				
Ladders ≥ 6 Feet				
Personal Protective Equipment				
Respirator Use				
Work Conditions:				
High Noises				
Heights				
Confined Spaces				
Heat Stress	X			
Cold Stress	X			
UV Exposure	X			
Hazardous Chemical/Waste	X			
>8 Hrs Day				
Overtime/Irregular Hrs				
Senses:				
Eyes				
Visually Demanding Work	X			
Near Vision				
Far Vision				
Depth Perception				
Basic Color Discrimination				
Hearing Protection				
Speech Discrimination	X			
Audio Alarms				
Ability to Smell				

Equal Opportunity Employer

The Lyon County School District is an equal opportunity employer and will not knowingly discriminate in any area of employment. Those include discriminatory recruiting and hiring practices against any United States citizen or legal alien on the basis of race, color, creed, religion, sex, age, marital status, national or ethnic origin, disability, or any other protected class and shall extend to working conditions, training, promotion, and terms and conditions of employment.

Individuals with a disability who require reasonable accommodation(s) during any step of the screening process or who have questions about qualifications should notify a representative in Human Resources. Notification may be made in person, in writing, or by calling: (775) 463-6800.

I have read and understand the requirements of my job.

Employee Name: _____

Employee Signature: _____ Date: _____

Administrator/Management Signature: _____ Date: _____