

Job Description

Prepared/Revised: **March 2025**

Job Title: **Health Aide**
 Job Family: **School Based Support**
 Pay Program: **Classified**
 Typical Work Year: **9 months**

Job Code: **1254**
 FLSA Status: **Non-Exempt**
 Shift Differential: **No**
 Pay Range: **G7**

SUMMARY: Provide health care to students who require basic first aid, administer medication, and perform medical procedures and tasks as delegated by a District R.N. and as requested by a health care provider and parent. Evaluate ill or injured students and notify parents as needed. Provide care in emergency situations and call parents or emergency personnel when necessary. Record health concerns, immunizations, daily health office visits in the district's computerized student information system.

ESSENTIAL DUTIES AND RESPONSIBILITIES: *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

Job Task Descriptions	Frequency	% of Time
1. Provide basic first aid, daily medications, monitor illness and injury and notify parents of concerns. Contact 911 in emergency situations. Administer medication and perform procedures as delegated by the District RN. These medical procedures may include, but are not limited to: bladder catheterization, gastric tube feeding, nebulizer treatments, insulin and Epi-pen injections, rectal medication administration, Glucagon injections and assistance with toileting. Provide comprehensive care of students with diabetes according to the health care plan.	D	40%
2. Document and input daily health office visits, medication administration, and health concerns in the student information system and medication log. Maintain, appropriately purge, and file student health records, including annual updates. Complete and process accident and head injury reports, track concussions, and issue notifications as directed by the District RN. Regularly review and record Student Health Updates.	D	30%
3. Gather and provide student health information to the District RN following the guidelines as required by the state on all special education students Individual Education Plans (IEP's). Communicate with the District RN, parents, and school personnel regarding student health related concerns.	M	10%
4. Maintain CPR and First Aid certifications. Attend yearly trainings/reviews, including but not limited to, diabetes review, medication administration, Diastat/seizure training, and Epi-pen training. Duties also include attending scheduled Health Services meetings.	W	5%
5. Maintain immunization records per state immunization requirements, send out immunization warning and exclusion letters as needed, contact parents as needed, monitor immunizations in process, and use the state immunization data base for state compliance.	M	5%
6. Organize and complete mass vision and hearing screenings on students as required by the state, and complete all vision and hearing rescreens including new students to the district, students with IEPs and students referred by staff. Enter in all screening results into computerized information system, send out vision and hearing referrals and complete follow-ups on referral tracking form, and communicate with the district RN and student outreach program for appropriate resources.	A	5%
7. Perform other job-related duties as assigned including cleaning health office, maintaining equipment, ordering supplies, compiling and preparing reports, and attending field trips for children with medical concerns as assigned and delegated by District RN.	Ongoing	5%
	Total	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- High school diploma or equivalent
- Minimum of two (2) years of experience in healthcare, working with school-age children, or a combination thereof.

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire
- CPR and First Aid certifications required within 30 days after entering position
- District RN Medication and Procedure Delegation and Health Aide training required before start of duties in a school health office

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Problem solving skills
- Ability to maintain confidentiality in all aspects of the job
- Ability to promote and follow Board of Education policies, District policies and building and department procedures
- Ability to engage in effective communication, collaboration, and teamwork with individuals from diverse backgrounds, cultures, and perspectives, while demonstrating respect and appreciation for their differences.
- Ability to stay current with district policy, standards and training in the areas of data quality, data privacy, and cybersecurity with respect to student and staff data, and related information.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize universal precautions, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of and experience with personal computers and peripherals.
- Operating knowledge of and experience with Microsoft Word, Google Suite.
- Operating knowledge of and experience with typical office equipment, such as telephones, copier, fax machine, email, etc.
- Operating knowledge of basic health screening equipment required within one month after entering position.
- Operating knowledge of disinfectants required
- Basic operating knowledge of district student information systems required within three months of entering position

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Building Principal, Assistant Principal, District RN, Health Services Coordinator, Office Manager	various

	POSITION TITLE	# of EMPLOYEES	JOB CODE
Direct reports:	This job has no direct supervisory responsibilities.		

BUDGET AND/OR RESOURCE RESPONSIBILITY:

- Ability to order supplies within budget for the health office

PHYSICAL REQUIREMENTS & WORKING CONDITIONS: *The physical demands, work environment factors and mental functions described below 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.*

PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Stand			X	
Walk			X	
Sit			X	
Use hands to finger, handle or feed			X	
Reach with hands and arms			X	
Climb or balance	X			
Stoop, kneel, crouch, or crawl		X		
Talk				X
Hear				X
Taste	X			
Smell			X	

WEIGHT and FORCE DEMANDS:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Up to 10 pounds				X
Up to 25 pounds		X		
Up to 50 pounds		X		
Up to 100 pounds	X			
More than 100 pounds	X			

MENTAL FUNCTIONS:	Amount of Time
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	None	Under 1/3	1/3 to 2/3	Over 2/3
Compare			X	
Analyze				X
Communicate				X
Copy		X		
Coordinate		X		
Instruct		X		
Compute		X		
Synthesize	X			
Evaluate			X	
Interpersonal Skills				X
Compile			X	
Negotiate		X		

WORK ENVIRONMENT:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
Wet or humid conditions (non-weather)	X			
Work near moving mechanical parts	X			
Work in high, precarious places	X			
Fumes or airborne particles			X	
Toxic or caustic chemicals		X		
Outdoor weather conditions		X		
Extreme cold (non-weather)	X			
Extreme heat (non-weather)	X			
Risk of electrical shock	X			
Work with explosives	X			
Risk of radiation	X			
Vibration	X			

VISION DEMANDS:	Required
No special vision requirements.	
Close vision (clear vision at 20 inches or less)	X
Distance vision (clear vision at 20 feet or more)	
Color vision (ability to identify and distinguish colors)	X
Peripheral vision	X
Depth perception	X
Ability to adjust focus	X

NOISE LEVEL:	Exposure Level
Very quiet	
Quiet	
Moderate	X
Loud	
Very Loud	