

Job Title: Special Education Paraeducator

Location: District-wide

Reports To: Special Education Teacher/Principal

FLSA Status: Non-exempt

Work Hours: 150 student days per year, plus additional days for Professional Development

Starting Salary: Follows the [Classified Salary Initial Placement](#) schedule

Position Overview:

The **Special Education Paraeducator** provides support to students with disabilities, assisting them with academic, social, and physical needs. This position works closely with the classroom teacher and other staff to ensure that students receive the necessary accommodations and modifications to succeed in a general education environment.

Key Responsibilities:

- Assist students with disabilities in the classroom by providing individual or small group support.
- Help students with tasks related to academic work, such as reading, writing, and math.
- Support students in their social and emotional development by fostering positive interactions with peers.
- Assist students with physical needs, including mobility and personal care, as required.
- Implement modifications and accommodations based on individual student IEPs (Individualized Education Plans).
- Supervise students during non-instructional times, such as lunch and recess.
- Monitor student behavior and provide positive reinforcement to encourage learning.
- Communicate effectively with teachers, parents, and other staff members to ensure student needs are being met.
- Maintain accurate records of student progress and any incidents or concerns.
- Follow all district policies and procedures regarding confidentiality, safety, and student well-being.
- Attend and participate in team meetings, including IEP meetings, if necessary.
- Perform other duties as assigned by the Special Education Teacher or Principal.

Qualifications:

- High school diploma or equivalent required.
- Some college coursework or post-secondary education in special education or a related field is preferred.
- Experience working with students with disabilities is preferred.
- Ability to work collaboratively with teachers, students, and parents.
- Strong communication and interpersonal skills.
- Patience, flexibility, and the ability to adapt to the varying needs of students.
- Ability to follow instructions and work independently when necessary.
- Ability to lift and assist students with mobility or other physical needs as required.

Working Conditions:

- Work is primarily performed in the classroom, with occasional outdoor supervision during recess or field trips.
- Requires occasional evening or weekend work for meetings or school events.

Physical Requirements:

- Ability to lift and assist students as needed, up to 50 pounds.
- Ability to stand, sit, kneel, and bend for extended periods.
- Ability to perform physical tasks such as assisting with mobility or personal care for students.