

436 Special Education Paraprofessional Assignments and Seniority

I. Purpose

The purpose of this policy is to identify how NSCS designates special education paraprofessional assignments and when and how seniority applies within this process.

II. General Statement of Policy

North Shore Community School is committed to a perspective of putting children first. Based on this commitment, special education paraprofessional assignments will be based primarily on the individual child and his/her needs while taking into consideration the following:

- A. the child's Individualized Education Program (IEP);
- B. paraprofessional training and experience with child's disability area(s);
- C. a match between paraprofessional personality and the student's learning style;
- D. preference of the paraprofessional;
- E. the needs of other special education students and/or the training and experience of other special education paraprofessionals; and
- F. paraprofessional seniority (refer to Seniority Policy 421).

III. Paraprofessional Assignments

A. Special education one-to-one paraprofessional assignments shall be determined by the Special Education Coordinator and Case Managers with final approval by the Director according to Section II of this policy for the upcoming school year no later than the last day of each school year.

B. Changes that may affect special education paraprofessional positions could occur at any time during the calendar year due to increase/decrease of student(s) and/or their IEP needs. This may result in changes in designated assignments.

C. In the event changes occur during the school year such as increase/decrease in student count or there are significant changes in the IEP such as increase/decrease of special education paraprofessional time, the guidelines as outlined in Section II of this policy will be followed. This could mean that special education paraprofessional times may be decreased or the position eliminated during the school year which could include this employee being put on unrequested leave for the remainder of the year. This decision will be made by the Special Education Coordinator and the Case Managers with final approval by the Director.