

# Board Policy

Code No. 410.4

## PARAEDUCATORS

The Board may employ paraeducators or other instructional classified employees to support licensed employees in non-teaching duties, including, but not limited to:

- performing services to support teaching responsibilities when such responsibilities are determined and directed by the teacher and the job description responsibilities.
- attending to the physical needs of children; and
- managing and maintaining records, materials and equipment;

Paraeducators must meet one of the following requirements:

(1) completed two years of study at an institution of higher education (official transcripts will be required upon hire); or

(2) obtained an associate's (or higher) degree (official transcripts will be required upon hire); or

(3) COMPASS (previously completed) score with a cut-off at 150. The score of 150 was obtained by determining a Reading score of 57, a Writing score of 50 and a Math score of 43 were appropriate subscores for passing the COMPASS; or

(4) Paraeducator Certificate completed through the Board of Educational Examiners. The courses for this certification can be taken through the AEA.

The Board has the right to waive these requirements for a hard-to-fill position. It shall be the responsibility of the principal to supervise paraeducators.

Legal Reference: Iowa Code §§ 279.8; 280.3, .14 (2009).  
281 I.A.C. 12.4(9); .5(9).

Cross Reference: 411.2 *Classified Employee Qualifications, Recruitment, Selection*

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