

Job Title: **Site Aide Substitute**
 Job Family: **BASE, Preschool & CCLC**
 Pay Program: **Classified**
 Work Year: **as needed**

Job Code: **04082S**
 FLSA Status: **Non-Exempt**
 Shift Differential: **No**
 Pay Range: **G 10**

SUMMARY: Assists site director and leaders to lead and supervise children in various programs (BASE Program, Bright Horizons, Preschool, and 21st Century Community Learning Center) during child care, education, and recreational activities and during field trips. Duties include providing direction, guidance and assistance to students; effectively handling student discipline situations; ensuring student safety and security; communicating with parents, staff, teachers, site director and site leader; opening, closing and securing school building; preparing snacks; may provide infant and child care including feeding and diapering; cleaning classroom areas; recording attendance; assisting sick or injured students; and creating new activities.

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 Tasks Descriptions	Frequency	% of Time
1. Assist site directors and leaders to supervise, guide and assist students during crafts, art projects, games and other activities to provide developmental stimulation and meet the children's needs. Monitor student behavior during activities, effectively handle student discipline situations and encourage and support positive behavior.	D	70%
2. Assist site directors and leaders to observe the children and monitor the security of the building at all times to ensure the children's health and safety. Distribute medicine to students as directed and provide general First Aid when needed. May provide infant and child care including diapering, cleaning and feeding as necessary or appropriate.	D	10%
3. Assist with creating interesting activities that ensure participation of students.	D	5%
4. Assist site directors and leaders to communicate with parents, staff, teachers and site director regarding child or program issues. Record attendance and contract parents regarding absent students.	D	5%
5. Assist site directors and leaders to call parents to get authorization for an unauthorized adult to pick up the student from the program. Check identification of adult.	D	3%
6. Assist site directors and leaders to open and close school building and secure school building at the end of the program by locking doors and turning off lights.	D	3%
7. Assist site directors and leaders to prepare snacks and clean the activity and kitchen areas after use.	D	3%
8. Perform other job-related duties as assigned.	Ongoing	1%
	TOTAL =	100%

EDUCATION AND RELATED WORK EXPERIENCE:

- One (1) year of high school, vocational school, or equivalent on-the-job training and experience.
- Must be at least 16 years old.

LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire.
- CPR, First Aid and Universal Precautions Certifications are required within 90 days after entering position.
- Must complete current annual continuing education (presently 15 hours minimum) related to one or more of the following: child growth and development, health and safe environment, developmentally appropriate practices, guidance, family relationships, cultural and individual diversity, and professionalism.

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Ability to promote and follow Board of Education policies, District policies and building and department procedures.
- Ability to communicate, interact and work effectively and cooperatively with all people including those from diverse ethnic and educational backgrounds. Willingness to contribute to cultural diversity for educational enrichment.
- Ability to recognize the importance of safety in the workplace, follow safety rules, practice safe work habits, utilize appropriate safety equipment and report unsafe conditions to the appropriate administrator.

- Ability to keep up-to-date technically and apply new knowledge to your job. Includes adapting to and mastering new system applications and processes as implemented by the district or department.

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Operating knowledge of district telephone and basic kitchen equipment/supplies required within 1 month after hire.
- Operating knowledge of district information technology systems and any other department specific software and equipment required within 2 months after entering position.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

	POSITION TITLE	JOB CODE
Reports to:	Preschool Site Director, BASE Site Director, CCLC Site Director	1052, 1050

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

- Responsible for supervising the behavior and well-being of students during BASE, Bright Horizons and CCLC programs.

BUDGET AND/OR RESOURCE RESPONSIBILITY:

- None required.

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			
	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)	X
Color vision (ability to identify and distinguish colors)	
Peripheral vision	X
Depth perception	X
Ability to adjust focus	X

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