



Poudre School District

HUMAN RESOURCES DEPARTMENT JOB DESCRIPTION

Job Title: **In-Building Floating Substitute**
Job Family: **Instructional Support**
Prepared/Revised Date: **October 22, 2018**

FLSA Status: **Non-Exempt**
Pay Range: **PT20H**
Job Code: **41811**

SUMMARY: Responsible for providing building level substitute coverage for licensed and classified positions. May include stepping in as an integrated services/special education paraprofessional, instructional paraprofessional, or licensed teacher in the absence of the regular teacher or paraprofessional. Instruct students, facilitate student learning, provide general assistance and support to school building as directed by building administrators as needed for student supervision and instructional needs.

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. **Frequency of duties, percent of time and work year may vary based on department or building assignment.***

Description of Job Tasks
1. Provide building level substitute coverage for licensed classrooms, provide instruction to students as outlined in lesson plans, and use materials provided to attain lesson goals. Create a classroom environment that is conducive to learning.
2. Provide building level substitute coverage for Integrated Services/Special Education Paraprofessional, or Instructional Paraprofessional positions. Assist the General Classroom or Special Education Teacher with implementing instruction and reinforcing learning skills in individual or small groups, adapting curriculum to individual student needs, monitoring and enforcing acceptable social and physical behavior, implementing daily and long range lessons and activities to meet student needs.
3. Maintain established routine of the school and classroom procedures, maintains a safe and orderly environment and takes all necessary and reasonable precautions to protect students, equipment, materials and facilities. Maintains reasonable rules of conduct which encourage self-discipline and responsibility.
4. Monitor students in classroom and during breaks, lunch, recess, time outs, on field trips, getting on and off the bus, etc. Reinforce school-wide discipline procedures.
5. Collaborate with teachers and staff members ahead of time for planned absences and coverage needs. Plan as necessary with staff members to provide coverage throughout the building. Communicate regularly with school administrators on building coverage needs.
6. Assist staff members and/or administration with special projects.
7. Attend appropriate in services, building meetings, training, IEP meetings, parent conferences and/or school functions.
8. Attend work and arrive in a timely manner.
9. Perform other duties as assigned.

EDUCATION AND RELATED WORK EXPERIENCE:

- Bachelor's degree required; Bachelor's degree in education, teaching or related field strongly
- One to two years of related experience
- Experience working with special needs students preferred
- Equivalent combination of education and experience acceptable



LICENSES, REGISTRATIONS or CERTIFICATIONS:

- Criminal background check required for hire
- Colorado Department of Education Substitute Authorization required; Colorado Department of Education Teaching licenses or Special Services Provider License preferred
- Crisis Prevention Institute (CPI) required within 1 month of hire

TECHNICAL SKILLS, KNOWLEDGE & ABILITIES:

- Oral and written communication skills
- English language skills
- Interpersonal relations skills
- Mathematical skills including basic calculations and application of basic math concepts
- Bilingual oral and written communication skills may be required or preferred
- Ability and desire to work with students with various moderate to severe physical disabilities, emotional disabilities and special needs, including assisting with personal health and hygiene
- Ability to diffuse volatile student situations
- Ability to maintain confidentiality in all aspects of the job
- Ability to manage multiple tasks with frequent interruptions, use time efficiently, demonstrate attention to detail, follow instructions and respond to management direction
- Ability to maintain honesty and integrity in all aspects of the job
- Ability and willingness to adhere to attendance requirements, including regular and punctual employee presence
- Ability to promote and follow Board of Education policies, Superintendent policies, and building and department procedures
- Ability to communicate, interact and work effectively and cooperatively with people from diverse ethnic and educational backgrounds
- 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

MATERIALS AND EQUIPMENT OPERATING KNOWLEDGE:

- Basic operating knowledge of and experience with personal computers, peripherals and media equipment
- Basic operating knowledge of and experience with office software
- Operating knowledge of and experience with typical office equipment, such as telephones, copier, fax machine, E-mail, etc.

REPORTING RELATIONSHIPS & DIRECTION/GUIDANCE:

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

- Responsible for supervising the behavior and well-being of students

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		



PHYSICAL ACTIVITIES:	Amount of Time			
	None	Under 1/3	1/3 to 2/3	Over 2/3
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	
Ability to adjust focus	x



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