

TERRELL COUNTY BOARD POLICY
Employment of Paraprofessionals

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All auxiliary personnel shall be employed by the local Board of Education on the recommendation of the Superintendent. However, in emergency situations tentative appointments may be made by the Superintendent subject to approval by the Board at its next regular meeting.

It will be the duty of all principals to recommend via the Superintendent or designee to fill any vacancy that may occur at their building. It shall be the duty of the Superintendent or a designee to see that the person recommended for employment is the best qualified available from within or without the system and meet all qualifications established by law and the Board for the type of position for which nomination is made.

There shall no discrimination on the basis of sex, race, color, national origin or religion except as required by court order or affirmative action program. Advertisement to this effect will be appropriately place.

The most experienced for purposes of determining placement on a salary schedule that can brought in from employers outside the K-12 school systems is four years.

The Board of Education shall not employ any person who has been discharged from the armed forces of the United States with an dishonorable discharge for the purpose of avoiding or evading military service, excluding those who have been fully pardoned.

No qualified person shall, on the basis of the handicap, be subjected to discrimination in employment. Reasonable accommodation to the known physical or mental limitations of otherwise qualified handicapped person shall be made where such accommodation would not impose an undue hardship on the operation of the system programs.

Qualifications of Employment

Terrell County School System will not consider hiring paraprofessionals who do not meet No Child Left Behind requirements. To be eligible for employment as a paraprofessional, a person must be highly qualified. New paraprofessionals hired after January 8, 200 must have:

Completed at least 2 years of study at an institution of higher education or

Obtained an associates (or higher) degree or

Met a rigorous standard of quality and can demonstrate, through a formal state or local academic assessment of their

Knowledge of, and the ability to assist in instructing, reading, writing, and mathematics

Knowledge of, and the ability to assist in instructing, reading readiness, writing aa readiness, and mathematics readiness, as appropriate.

