

Anoka Hennepin Independent School District #11

Position Standard

Paraeducator - Bus

Bus paras assist with a variety of physical and emotional needs of students while being bused.

Essential Functions:

- Ensure the safety and well-being of students.
- Working with students who may display aggressive, abusive or inappropriate verbal and/or physical behavior.
- Perform other duties as assigned.

Minimum Qualifications:

- High School Diploma or equivalent
- Must be physically working on/in bus.
- Ability to lift and move students.
- Ability to supervise students.
- Ability to exercise judgement and make decisions appropriate to students' needs.
- Ability/desire to work effectively with students with disabilities.
- Ability to maintain regular attendance, which includes completing an assigned day.
- Must be able to lift a minimum of 40 pounds.
- Ability to perform position responsibilities including physical factors, work devices and materials handling, data functions, and people functions.

The following physical capacities are required:

- Strength:** The ability to manage one's own weight and the additional weight of equipment or another person in daily duties.
1. Minimum level of strength - dead lift 1/3 body weight or a minimum of fifty pounds.
 2. Carry a minimum of forty pounds at waist level for a distance of sixty feet.
 3. Push, pull, lift and carry a minimum of fifty pounds.
- Flexibility:** The ability to move freely in various directions and the ability to bend or stretch freely in all situations according to work demands.
1. Normal, unrestricted, active range of motion at the back and hips, elbow, shoulder, ankle, knee, neck and wrist.
 2. Functional use of the body in routine movements requiring bending, stretching, reaching, extending, and flexing.
- Endurance:** The ability to maintain effort throughout tasks and the workday, including cardio respiratory endurance.
- Agility:** The ability to change body directions rapidly with fluid movement in order to accomplish a task in a smooth and efficient manner.

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Physical Factors includes:

Constant: walking, pushing, stooping, squatting, repetitive arm, simple grasp, hearing, visual accommodation;

Frequent: lifting waist to chest, lifting below waist, pulling, kneeling, twisting, reaching, tasting/smelling, near vision, midrange vision, depth perception, field of vision;

Occasional: standing, sitting, reclining, lifting above shoulders, carrying, climbing, balancing, crouching, repetitive foot, firm grasp, fingering, feeling, talking, far vision.