ARTICLE 14

PARA-EDUCATORS AND STUDENT TEACHERS

A. Unit members shall have the right to participate and provide feedback in interviews for all prospective para-educators to which they will be assigned. A unit member may elect another unit member to participate in the interview, or waive their participation. In the event there is only one (1) internal applicant for a para-educator vacancy, and no interview is required, the department administrator shall consult with the unit member to whom the para-educator will be assigned prior to any recommendation to the Superintendent. The immediate supervisor shall provide the unit member with a New Para-Educator Assignment form (See Appendix G) at least five (5) workdays before placement.

B. The work of the para-educators shall be under the direction of the unit member to which they are assigned.

C. The unit member shall periodically discuss with the County Office administrator and/or immediate supervisor the performance of the para-educator(s) under his/her direction. It is the intention of all parties to settle disagreements at the lowest level and as informally as possible.

   1. At any time, when an unsatisfactory working relationship can be demonstrated to exist between the unit member and the para-educator, the unit member shall initiate written communication with the appropriate County Office administrator. The unit member shall cite the unsatisfactory condition(s) and the steps taken to attempt to remediate the situation.

2. The County Office administrator shall respond to the unit member in writing within five (5) work days regarding the action(s) that shall be taken to remedy the situation.

3. If the situation is not resolved in a manner satisfactory to the unit member and/or the Association, they may then appeal the decision in writing to the Superintendent within ten (10) workdays of the response from the County Office administrator.

D. In the best interest of students and teaming, by mutual agreement of the unit member and the para-educator, the para-educator(s) shall remain assigned to the unit member with the start of a new school year.

E. The Superintendent shall work cooperatively with unit members on the assignment of student teachers and/or individuals from credential programs. No student teacher and/or individual from credential programs shall be assigned to work with a unit member without the unit member's consent. Compensation from the credential program shall be paid to the assigned unit member.

F. Unit members who are assigned a student teacher may withdraw consent at any time. In the event consent is withdrawn, the student teacher will be removed immediately and/or reassigned within five (5) workdays. The unit member will notify the credential program of the withdrawal.