



Richard Machesky Ed.D.
Superintendent of Schools

Administration Building
4400 Livernois
Troy, MI 48098

PLEASE POST

Position: Paraprofessional for Level 4 Program, 1.0 FTE
Location: Barnard Elementary School
Reports to: Building Principal/Special Education Director
Salary: Per TESP Contract
Posting Date: September 28, 2026
Deadline Date: Until Filled
Starting Date: Immediately

The Paraeducator in a Level 2, Level 3, or Level 4 program provides instructional and behavioral support to neurodiverse students who may have a spectrum of complexity in behavior, communication, academics, and adaptive skills. Working under the supervision of a certified special education teacher and related service providers, the paraeducator will support the program with individual and small group direct student support related to reteaching, frontloading, implementation of positive behavior supports, participation in the general education classroom, and communication needs to ultimately promote success and independence for students in the program.

Qualifications:

- Must have an Associate Degree, two years of college, or passed rigorous standards
- Experience with/understanding of student(s) with special needs
- Ability to follow through with Evidenced Based Practices with fidelity
- Ability to maintain composure during stressful situations, including student behavioral or health challenges
- Excellent communication and organizational skills
- Proven ability to establish good rapport with children, adolescents, and adults

Key Responsibilities:

- Provide direct and small/whole group support, as dictated by the program teacher, building principal, or special education administrator, for the spectrum of neurodiverse students with diverse learning needs
- Provide direct assistance with positive behavior support plan implementation for students who have an individualized plan, as directed by the program teacher
- Support alternative and augmentative communication systems (AAC), visual supports, and structured teaching strategies, as directed by the program teacher
- Reinforce learning objectives through repetition, prompting, reteaching, and scaffolded supports, as directed by the program teacher
- Assist students with daily living and adaptive skills, as directed by the program teacher
- Promote independence in routines and transitions throughout the school day
- Support community-based instruction and functional life skills when applicable
- Provide direct support to a student/a small group of students in the general education classroom regarding implementation of behavior supports, frontloading or reteaching, prompting independence, etc.
- Collect and record data on student progress, behavior, and skill acquisition
- Communicate regularly with teachers and team members regarding student needs and progress
- Participate in team meetings and training as required

Job responsibilities will vary based on the intensity and needs of the students.

Method of Application:

All interested applicants apply at: <https://www.applitrack.com/troy/onlineapp/>

Please upload your letter of interest, resume, letter(s) of recommendation, transcripts, and other pertinent data directly to your Applitrack application. **Please do not fax, email or send applications** directly to the District. Questions regarding your application process should be directed to Applitrack.

Nondiscrimination:

In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990, it is the policy of the Troy School District that no person shall, on the basis of race, color, religion, national origin or ancestry, gender, age, disability, height, weight, or marital status be illegally excluded from participation in, be denied the benefits of, or be subjected to discrimination during any program, activity, or service or in employment. In accordance with Federal regulations, Troy School District has a Title VI, Title IX, Section 504/ADA, and Age Discrimination Act Coordinator. Any questions, suggestions, or complaints for administering the nondiscrimination grievance procedure should be directed to the Assistant Superintendent of Employee Services/Troy School District.

An Equal Opportunity/Affirmative Action Employer/Program. Aids and auxiliary services are available upon request to individuals with disabilities.