

SHALER AREA SCHOOL DISTRICT



SECRETARIAL & PARAPROFESSIONAL SUBSTITUTE HANDBOOK 2022 - 2023

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**SHALER AREA SCHOOL DISTRICT
BOARD OF SCHOOL DIRECTORS
2022**

President	Dr. April Kwiatkowski
Vice President	James Tunstall
Secretary	Sherri Jaffee
Asst. Secretary	Bethany Baker
Solicitor	Matt Hoffman
Member	Elizabeth Dunn
Member	James Fisher
Member	Timothy Gapsky
Member	Edward Kress
Member	Jason Machajewski
Member	Jeanne Petrovich
Member	Eileen Phillips

ADMINISTRATION

Superintendent	Dr. Sean Aiken
Deputy Superintendent	Dr. Bryan O'Black
Director of Business Affairs	Mrs. Sherri Jaffee
Director of Student Services	Dr. Kathleen Graczyk
Athletic Director	Mr. Clint Rauscher

INTRODUCTION

Welcome to the Shaler Area School District. We hope that your experience with our District will be mutually rewarding to you and the students with whom you work.

The role of a substitute paraprofessional is a vital, yet challenging function of our educational program here at Shaler Area School District. We assure you that your services as a substitute teacher are considered essential to the operation of our educational programs.

This booklet has been compiled to acquaint you with information relevant to your assignment as a substitute paraprofessional. We value the service you provide for the School District. If we can be of any help, or provide additional information, please do not hesitate to contact the Substitute Service Clerk at 412-492-1200 ext. 2809.

GENERAL INFORMATION

Clearances: Day-to-day substitutes are required to provide the School District with current Pennsylvania Child Abuse History, Criminal Record Check, and an FBI Criminal Record History. Any substitute who allows more than a year to pass from the date on the original clearances, and hasn't accepted a substitute position during that time, must renew all clearances and present them in person to the Human Resources Office located at 1800 Mt. Royal Blvd., Glenshaw, PA 15116.

Salary: The rate of pay for day-to-day substitutes is \$12.00 per hour (0-320 hours) and \$12.50 per hour (321+ hours). The \$12.50 per hour wage will remain in effect as long as over 320 hours have been worked during the previous work year. Substitutes are paid on a bi-weekly basis. Forms for direct deposit can be obtained online at our District's website: www.sasd.k12.pa.us. (Administration, Business Office, Quick Links, Direct Deposit Form). Be sure to submit with a deposit slip or voided check to the Substitute Service or Payroll Department. For further information please call 412-492-1200 Ext. 2809.

Hours: Substitutes are expected to work the hours specified by AESOP, which are typically the same hours as the employee for whom they are replacing.

Check-in/Check-out: Please stop at the school office and check in with the building secretary. You are required to "punch" a yellow timecard when you arrive and when you are finished for the day. *It is important to print, on the timecard, the name of the individual you are replacing for the day as well as sign the card. Failure to do so may result in the delay of your paycheck.* Use one card per building, per week, even if you replace several different employees within the week in that building. Leave the timecard at the timeclock when you leave for the day. The building secretary will collect timecards each Friday.

Parking: *Primary and Elementary School Buildings* - You may park in any parking space that is not designated as Administrator or Handicapped.

Middle School - Please enter the south parking lot and park in the upper lot close to the softball and football fields.

High School - You may park in the middle section. If you are on an extended assignment, contact the main office secretary for a parking pass.

Lunch: Substitutes are to follow the employee's lunch schedule. Employees/Substitutes are not paid for their lunch period. It is not necessary to "punch out" for lunch unless you leave the premises. Along with punching out substitutes must notify the building Principal or Secretary if they are leaving the premises.

Primary - If you choose to order lunch from the cafeteria, upon arrival, place your order with the building secretary or the classroom teacher whom you are working with for the day. All buildings have microwaves and refrigerators for use, check with the building secretary for their locations.

Elementary, Middle, and High Schools - The cafeterias have several selections from which to choose. Pre-ordering is not necessary.

School Closings: In the event a weather-related or other school closing would occur, local television and radio stations will make the announcement by 6:30 a.m. In addition, our recorded message at (412) 492-1200 will be updated as needed to provide the most current information regarding the operational status of the District. The Substitute Service Clerk will not notify you of school closings. Classroom Aide

positions will typically be cancelled if school is cancelled. *Secondary* Secretarial/Clerk positions typically *will not* be cancelled for the day in the event school is cancelled.

Two Hour Delay: In the event there is a two-hour delay, classroom aides scheduled for full days will begin two hours later than the start time indicated in AESOP. All building secretaries, clericals, and attendance secretaries are still needed and should report at the time indicated in AESOP or as close to the start time as possible. If your assignment is for an a.m. classroom aide, it is highly likely this assignment will be cancelled. Always check AESOP or contact the Substitute Service Clerk, 412-492-1200 ext. 2809, if you are unsure of the status of your assignment. You may check the operational status of the District by calling 412-492-1200.

Continued Substitute Employment: If you have worked within the District in the current school year a letter of interest in continued substitute employment will be mailed to you prior to the end of the school year. If you did not work in the District in the current school year, your clearances become expired and you will need to re-apply to the District if you wish to substitute in the upcoming school year.

Changes in Address and Telephone: It is important that you notify the district of any changes in your address and/or telephone number. Address/ telephone number or name changes must be made in writing and the appropriate form can be obtained online @ www.sasd.k12.pa.us (under District, Business Office, Forms, Shaler Area Change of Name and/or Address). Simply presenting your new social security card to the Substitute Service or Payroll Department can make name changes.

The Removal from the Substitute Roster: Any substitute may be removed from the list of substitute clerical/aides by action of the Human Resources Director and thus become ineligible for assignments as a result of unsatisfactory evaluations, misconduct charges, or when there are repeated absences or refusals to accept assignments, or for other reasons.

**Non-Discrimination/Discriminatory Harassment – Employment Practices
(Board Policy 104)**

The Board declares it to be the policy of this district to provide to all persons equal access to all categories of employment in this district, regardless of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, handicap/disability or genetic information. The district shall make reasonable accommodations for identified physical and mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations. The Board also declares it to be the policy of this district to comply with federal law and regulations under Title IX prohibiting sexual harassment, which is a form of unlawful discrimination on the basis of sex.

Such discrimination shall be referred to throughout this policy as Title IX sexual harassment. Inquiries regarding the application of Title IX to the district may be referred to the Title IX Coordinator, to the Assistant Secretary for Civil Rights of the U.S. Department of Education, or both.

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the Deputy Superintendent/ Human Resources Director and the Director of Student Services as the district's Compliance Officers and Title IX Coordinators. The

Compliance Officer/Title IX Coordinator can be contacted at: 1800 Mt. Royal Blvd. Glenshaw, PA 15116
Email: oblackb@shalerarea.org / graczykk@shalerarea.org Phone: 412-492-1200 ext. 2803.

DAILY ASSIGNMENT PROCEDURES

Once your employment information is entered into AESOP, you must “call in” using a touch-tone phone, to register with the automated system. Instructions to register with AESOP were provided upon approval of your application packet. If you are unsure of your ID or PIN, contact the Substitute Service Clerk. Please be sure to review your personal information; it is important this information is accurate. The phone number for AESOP is: 1-800-94-AESOP. The system is also accessible by the internet: www.aesoponline.com

AESOP will make *outbound* calls two days prior to the start of a job. Call-out periods are:

Monday - Friday – 5:30 a.m. to 12:00 noon
Sunday - Thursday – 5:00 p.m. to 11 p.m.

If you are called upon and decline a job, the system will not give you access to that job again. If you initiate the contact and decline a job, that job will be available to you until you or another substitute accepts it. If the system is calling out on a job while a substitute is accessing the same job, the *substitute who is actively seeking the assignment will obtain the job.*

It is especially important to make note of the confirmation number and the name of the employee for whom you work. The confirmation number is needed to ensure you have registered for the job correctly, to make changes, and tracking purposes. The employee name on your timecard is for payroll purposes.

If you have any questions or problems, contact the Substitute Service Clerk: (412) 492-1200 Ext. 2809.

Call offs and Cancellations: We ask that substitutes keep all call offs and cancellations to a very minimum. In the event that you need to call off or cancel, you should **call 412-492-1200 x2809** and leave a very detailed message. i.e., “This is First Name, Last Name, on Day, and Date, I must cancel the assignment at the specific school.” You may also want to follow up with an e-mail to subserve@shalerarea.pa.us. We would like all call offs by 6am or sooner; but no later than 7:10am.

SUGGESTED PROCEDURES WHEN REPORTING TO WORK

- Introduce yourself to the building secretary and obtain instructions, schedule, map etc. for the day.
- **Write the name of the person you are working for on the yellow timecard and sign your timecard.** Use one timecard per building per week.
- Physical force is never to be used to discipline students.
- Profanity or derogatory comments are never to be used to motivate or to control students.

- If discipline problems arise, a teacher or administrator should be contacted immediately for assistance. All accidents, illnesses, administering of medication or emergencies should be referred to the principal or his/her designee.
- Make every effort to follow any instructions left by the regular employee.
- Discussions of controversial issues in the classroom should be on an informative, non-partisan level. Emotional criticism and/or advocating a partisan cause within the classroom are inappropriate and unscholarly. Students must have knowledge of modern problems and learn where to find facts and how to use them in reaching their own tentative conclusions.
- Hold as confidential any privileged information that you obtain concerning the school, pupils, or the staff. In particular, this includes but is not limited to, any discussions regarding a student's identity, disability, or other related personal information.
- Keep students under proper supervision at all times and display judgement that supports professional standards of conduct while showing concern for and interest in each student.
- Write notes about your day and place them in the regular employee's mailbox.
- Prior to leaving for the day, check in with the building secretary to make them aware that you are leaving the building.

SASD ADMINISTRATORS / CLERICAL STAFF

SUPERINTENDENT OF SCHOOLS

Dr. Sean Aiken, Superintendent Ext. 2834
Jeanne Hohlweg, Administrative Assistant Ext. 2834

DEPUTY SUPERINTENDENT / HUMAN RESOURCES

Dr. Bryan O'Black, Assistant Superintendent Ext. 2831
Jeanne Hohlweg, Administrative Assistant Ext. 2834
Mary Ann Allen, Administrative Assistant Ext. 2803
Rachelle Langell, Substitute Service Ext. 2809

BUSINESS OFFICE

Sherri Jaffee, Director of Business Affairs Ext. 2806
Susan McElhinny, Administrative Assistant Ext. 2807
Payroll Ext. 2811
Diane Hart, Accounts Payable Ext. 2812
Christina Vesel-Kleinhampl, Benefits Ext. 2813
Rebecca Harter, Transportation Ext. 2824

PRINT SHOP

Nancy Cole Ext. 2810

TECHNOLOGY

Mitch Stivason, Coordinator of Technology Ext. 2875
Lynn Williams, Administrative Assistant Ext. 2805
Jon Dolny, Network Administrator Ext. 2819
Joseph Saxman, Computer/ Network Technician Ext. 2874
Eric Stocklas, Computer/Network Technician Ext. 2832
Durke Swartz, Computer/Media Technician Ext. 2873
Joshua Palmquist, Data/Information Specialist ext. 2845/2006
Brenda Panza, Administrative Secretary Ext.2006

SASD FOOD SERVICE (THE NUTRITION GROUP)

Sue Cook, Food Service Director Ext. 1582
Kim McCullough, Secretary Ext. 1581

BUILDING AND GROUNDS

John Kaib, Supervisor Ext. 2901
Kathy Coyle, Administrative Assistant Ext. 2900

STUDENT SERVICES

Dr. Kathleen Graczyk, Director of Student Services Ext. 2814
Donna Faulkner, Administrative Assistant Ext. 2815
Fran Casertano, Administrative Assistant Ext. 2816

**SHALER AREA SCHOOL DISTRICT
2022-2023**

School	Aesop Cut-Off	Teacher Start	Teacher Half	Early Dismissal	End Teacher Day
Primaries	7:35am	8:15am	12:05pm	1:00pm	3:55pm
Elementary	7:10am	7:50am	11:40am	12:35pm	3:30pm
Middle	6:45am	7:25am	11:15am	12:15pm	3:05pm
High	6:20am	7:00am	10:50am	11:45am	2:40pm

EARLY DISMISSAL DAYS:

On Early Dismissal Days, Aesop will reflect half day am times. Substitutes will be paid the half day rate. However, ALL substitutes are required to work the extended times to student dismissal.

School	Aesop Cut-Off	Teacher Start	Teacher Half	Early ***** Dismissal	End Teacher Day
Primaries	7:35am	8:15am	12:05pm	1:00pm ***	3:55pm
Elementary	7:10am	7:50am	11:40am	12:30pm ***	3:30pm
Middle	6:45am	7:25am	11:15am	12:15pm ***	3:05pm
High	6:20am	7:00am	10:50am	11:45am ***	2:40pm

**PAY DATES
2022-2023**

PERIOD OF DAYS WORKED	PAYDATE
August 24 - August 26	September 9, 2022
August 29 - September 9	September 23, 2022
September 12 - September 23	October 7, 2022
September 26 - October 8	October 21, 2022
October 10 - October 21	November 4, 2022
October 24 - November 4	November 18, 2022
November 7 - November 18	December 2, 2022
November 21 - December 2	December 16, 2022
December 5 - December 16	December 30, 2022
December 19 - December 23	January 13, 2023
January 3 - January 13	January 27, 2023
January 16 - January 27	February 10, 2023
January 30 - February 10	February 24, 2023
February 13 - February 24	March 10, 2023
February 27 - March 10	March 24, 2023
March 13 - March 24	April 7, 2023
March 27 - March 1	April 21, 2023
April 10 - April 21	May 5, 2023
April 24 - May 5	May 19, 2023
May 8 - May 19	June 2, 2023
May 22 - June 5	June 16, 2023