

### STAFF RATING LEVELS STANDARDS BY POSITION

<u>Position</u>	<u>Required ASL Proficiency Level</u>	<u>Union</u>
<b><u>MSA Administration:</u></b>		
Superintendent	Advanced	Managerial Plan
Executive Assistant	Advanced	Commissioner's Plan
Director of Communications and Community Relations	Advanced	MAPE
MSAD Director	Advanced (Superior preferred)	Managerial Plan
MSAD Assistant Director	Advanced (Superior preferred)	MMA
MSAD OAS-Senior	Advanced	AFSCME
MSAD OAS-Intermediate	Advanced	AFSCME
MSAD Dorm Director	Advanced (Superior preferred)	MMA
MSAD Asst. Dorm Pgms. Coordinator	Advanced (Superior preferred)	MAPE
MSAB Director	Survival	Managerial Plan
MSAB OAS-Senior	Intermediate	AFSCME
MSAB OAS-Intermediate	Intermediate	AFSCME
MSAB Dorm Director	Survival	MMA
MSAB Asst. Dorm Pgms. Coordinator	Survival	MAPE
Director of Student Support Services	Intermediate Plus (Advanced preferred)	Managerial Plan
Human Resources Director	Intermediate Plus (Advanced preferred)	Commissioner's Plan
Human Resources Technician	Intermediate (Intermediate Plus preferred)	Commissioner's Plan
Director of Financial Services	Survival Plus (Intermediate preferred)	Commissioner's Plan
Director of Food Services	Intermediate Plus (Advanced preferred)	MMA
Director of Health Services	Intermediate Plus (Advanced preferred)	MMA
Director of Physical Plant Operations	Survival Plus	MMA
Interpreter Coordinator	Advanced (Superior preferred)*	Commissioner's Plan
Interpreter/SLPI Coordinator	Advanced Plus (Superior preferred)*	Commissioner's Plan
Interpreter Specialist	Advanced (Superior preferred)*	Commissioner's Plan
Interpreter	Advanced (Superior preferred)*	MAPE
<b><u>MSAD Instructional Staff:</u></b>		
Teachers/Specialists	Advanced (Superior preferred)	SRSEA
SEPA	Advanced (Superior preferred)	AFSCME
<b><u>MSAD Dorm Staff:</u></b>		
Residential Program Lead	Advanced (Superior preferred)	AFSCME
Human Services Technician	Advanced (Superior preferred)	AFSCME
Recreation Program Assistant	Advanced (Superior preferred)	AFSCME
<b><u>MSA Student Support Services:</u></b>		
Audiologist	Intermediate Plus (Advanced preferred)	MAPE
Certified Occupational Therapy Asst.	Intermediate Plus (Advanced preferred)	AFSCME
Due Process Coordinator (TOSA)	Intermediate (Intermediate Plus preferred)	SRSEA
Librarian	Advanced	SRSEA
OAS-Intermediate (Special Ed.)	Intermediate (Intermediate Plus preferred)	AFSCME
Occupational Therapist	Intermediate Plus (Advanced preferred)	MAPE

Orientation and Mobility	Intermediate	SRSEA
Physical Therapist	Intermediate Plus (Advanced preferred)	MAPE
Physical Therapy Assistant	Intermediate Plus (Advanced preferred)	AFSCME
School Counselor	Advanced (Superior preferred)	SRSEA
School Psychologist	Advanced (Superior preferred)	SRSEA
School Social Worker	Advanced (Superior preferred)	SRSEA
Speech Pathologist	Advanced	SRSEA
<b><u>MSA Shared Services:</u></b>		
Account Clerk Senior	Survival Plus (Intermediate preferred)	AFSCME
Accounting Officer	Intermediate (Intermediate Plus preferred)	MAPE
Carpenter	Survival	AFSCME
Central Services Adm. Spec.	Survival	AFSCME
Cook (MSAD)	Survival Plus	AFSCME
Cook Coordinator (MSAD)	Survival Plus	AFSCME
Electrician	Survival	AFSCME
Food Service Worker (MSAD)	Survival Plus	AFSCME
General Maintenance Worker	Survival	AFSCME
General Repair Worker/Driver	Survival Plus	AFSCME
Grounds and Roads Maintenance Coordinator	Survival	AFSCME
Groundskeeper, Intermediate	Survival	AFSCME
Information Technology Staff (including MN-IT Staff)	Intermediate	MAPE
Licensed Practical Nurse (MSAD)	Intermediate (Intermediate Plus preferred)	AFSCME
OAS-Intermediate (Physical Plant)	Intermediate	AFSCME
Plant Maintenance Engineer	Survival	AFSCME
Registered Nurse (MSAD)	Intermediate (Intermediate Plus preferred)	MNA
Registered Nurse Senior (MSAD)	Intermediate (Intermediate Plus preferred)	MNA
Security Guard	Intermediate	AFSCME
<b><u>MSAB Staff:</u></b>	(only if working with deafblind students who use ASL for instruction)	
Teacher/Specialists**	Survival	SRSEA
SEPA**	Survival	AFSCME
HST/RPL	Survival	AFSCME

\*Interpreter certification (Registry of Interpreters for the Deaf and/or National Association of the Deaf) also required.

\*\*Interpreters will be provided to support students in the classroom.

\*\*\*Contractors must achieve standards established for employees who perform similar duties.