

Faculty Qualifications



Revised: Sep 2014

The qualifications for Clinical Medical Assisting, Medical Office Administration, and Business Administration instructors are highlighted in yellow.

San Joaquin Valley College

STATEMENT OF PURPOSE

Minimum faculty qualifications at *San Joaquin Valley College* establish standards which will assure that faculty are qualified by academic background and experience to carry out their institutional and program responsibilities and their potential to contribute to the mission and goals of the college.

While teaching effectiveness is the principle criterion for the selection of teaching faculty, knowledge of the subject matter or service to be performed is the foundation. Discipline expertise is essential as faculty members are responsible for curriculum development and assessment of student learning through the Program Review process.

San Joaquin Valley College is dedicated to providing educational programs which meet the highest standards of quality and provide the training and skills required to compete in today's work force. A trained, competent, and professional instructor is the first step in achieving this goal.

VOCATIONAL COURSES IN THE MAJOR

This listing is intended as an "overview" of the minimum requirements for faculty in the various programs. A more detailed listing of requirements is found in the job descriptions for the individual programs and courses.

¹Degree must be from an accredited college or university in major discipline or related discipline. Non-U.S. degrees require an official equivalency report that identifies the institution(s) attended, dates of attendance, credential(s) earned and the U.S. educational equivalent (NOTE: It is recommended that the applicant uses the International Education Research Foundation at ierf.org and requests a "General Report." The cost of the report is at the applicant's expense.)

San Joaquin Valley College

Business Studies Division

<u>Area of Instruction</u>	<u>Position</u>	<u>Minimum Degree Requirement¹</u>	<u>Minimum 3 Years of Experience, Education and/or Training in Current Practices of the Subject Area</u>	<u>AA/AD/HR Verification Source for licensure/certifications</u>
Business Administration	Instructor	Associate Degree	Additional experience or training in subject area	
	Advanced Accounting Instructor	Associate Degree	<ul style="list-style-type: none"> • Accounting experience or certification 	
Construction Management	Instructor	Associate Degree	<ul style="list-style-type: none"> • Computer skills to include MS Office, MS Project, and Primavera software 	
Criminal Justice: Corrections	Instructor	Associate Degree	Additional experience or training in subject area	
	Program Director	Associate Degree; Bachelor's Degree Preferred	Additional experience or training in subject area	
	STC Academy Defensive Tactics Instructor	Associate Degree	<ul style="list-style-type: none"> • POST/STC certified Defensive Tactics instructor • BSIS Firearm certified 	Preferred <ul style="list-style-type: none"> • AHA certified CPR/First Aid Instructor
	STC Academy Baton Instructor	Associate Degree	<ul style="list-style-type: none"> • POST/STC certified Baton instructor 	Preferred <ul style="list-style-type: none"> • AHA certified CPR/First Aid Instructor • BSIS Firearm certified
	STC Academy CPR Instructor	Associate Degree	<ul style="list-style-type: none"> • AHA certified CPR/First Aid instructor 	
BSIS Armed Guard	BSIS Powers of Arrest Instructor	Associate Degree	<ul style="list-style-type: none"> • BSIS Certified Baton or Firearms Instructor (Prefer both) 	Bureau of Security and Investigative Services bsis.ca.gov/
	BSIS Firearms Instructor	Associate Degree	<ul style="list-style-type: none"> • BSIS Certified Firearms Instructor 	Bureau of Security and Investigative Services bsis.ca.gov/

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Emergency Services and Safety Management	Instructor for ESSM 1	Associate Degree	<ul style="list-style-type: none"> OSHA knowledge; training certification preferred 	
	Instructor for ESSM 3		<ul style="list-style-type: none"> HAZMAT management training or experience 	
	Instructor for ESSM 21		<ul style="list-style-type: none"> Basic knowledge of A & P and related terminology 	
	Instructor for ESSM 30/31		<ul style="list-style-type: none"> Safety management in construction and/or agriculture preferred Knowledge of OSHA regulations 	
	Instructor for ESSM 2		<ul style="list-style-type: none"> Hospital security IAHS senior membership status 	
	Instructor for ESSM 43/44		<ul style="list-style-type: none"> Campus security, private security guard, or law enforcement experience or training 	
Human Resource Administration	Instructor	Associate Degree	Additional experience or training in subject area	
Medical Office Administration and Medical Billing Specialist	Instructor	Associate Degree	<ul style="list-style-type: none"> Computer skills to include MS Office medical terminology proficiency Coding and billing experience 	
	Instructor for HCM40, HCA102, MOP120, MOP140		<ul style="list-style-type: none"> Coding certification (CPC or CPB) 	AAPC aapc.com

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San Joaquin Valley College

Health Studies Division

Health Studies Division				
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Clinical Medical Assisting	Instructor	Associate Degree	<ul style="list-style-type: none"> Certified Medial Assistant or Registered Medical Assistant (Licensed Vocational Nurse or Registered Nurse may be considered with MA experience) Knowledge of back office skills required Registered Phlebotomy Technician preferred (AMT, NPA, ASCLS, ASPT, or NCCT) CPR/First Aid certified (AHA preferred) 	<p>CA Med Board: A medical assistant must be certified by one of the approved certifying organizations in order to train other medical assistants. (Title 16 CCR 1366.3) mbc.ca.gov/allied/medical_assistants_questions.html#2</p>
Clinical Administrative Medical Assisting	Instructor	Associate Degree	<ul style="list-style-type: none"> Certified Medial Assistant or Registered Medical Assistant (Licensed Vocational Nurse or Registered Nurse may be considered with MA experience) Knowledge of front and back office skills required Registered Phlebotomy Technician preferred (AMT, NPA, ASCLS, ASPT, or NCCT) CPR/First Aid certified (AHA preferred) 	<p>Approved Organizations and Certifications: American Association of Medical Assistants aama-ntl.org</p> <ul style="list-style-type: none"> CMA certification State Chapter certification <ul style="list-style-type: none"> CSMA (AAMA) certification <p>American Medical Technologists americanmedtech.org</p> <ul style="list-style-type: none"> RMA certification <p>National Center for Competency Testing (NCCT) ncctinc.com</p> <ul style="list-style-type: none"> NCMA certification

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Dental Assisting	Instructor Program Director	Associate Degree; Bachelor's Degree Preferred	<ul style="list-style-type: none"> Registered Dental Assistant Radiology (X), Coronal Polish (CP), and Sealant (S) certifications Two Hours Teaching Methodology in Clinical Evaluation Certificate (Coronal Polish, Infection Control, Radiology, Sealants) 30 Hours Teaching Methodology Certificate (issued by SJVC or CADAT) CPR certified (AHA or ARC) Computer skills preferred <p style="text-align: center;">(Note: Certifications must be current and from California)</p>	CA Department of Consumer Affairs dbc.ca.gov <ul style="list-style-type: none"> RDH licensed prior to 2006 RDH licensed after 2006 must have active RDA license <p><i>In lieu of 30 hour teaching methodology:</i> may possess a postgraduate degree in education, a Ryan Designated Subjects Vocational Education Teaching Credential, a Standard Designated Subjects Teaching Credential, or a Community College Teaching Credential</p>
Dental Hygiene	Instructor	Bachelor's Degree	<ul style="list-style-type: none"> Current California RDH or DDS license CPR certified (AHA or ARC) 	CA Dept. of Consumer Affairs: dhcc.ca.gov
	Clinical Instructor	Associate Degree	Additional experience or training in subject area	
	Program Director	Master's Degree *May be currently enrolled		
	Supervising Dentist	Doctor of Dental Surgery <u>or</u> Doctor of Dental Medicine	<ul style="list-style-type: none"> Current California DDS or DMD license Current Controlled Substance Registration (U.S. DOJ - DEA) 	

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Diagnostic Medical Sonography	Instructor	Associate Degree; Bachelor's Degree Preferred	<ul style="list-style-type: none"> American Registry of Diagnostic Medical Sonographers (ARDMS) certification, with specialties in abdominal and small parts, and obstetrics and gynecology Registered Vascular Technologist or Sonographer (RVT or RVS) certification preferred 	American Registry for Diagnostic Medical Sonography ardms.org
Pharmacy Technology	Instructor	Associate Degree	<ul style="list-style-type: none"> CA Licensed Pharmacy Technician CPR certification (AHA preferred) CPHT through Pharmacy Technician Certification Board (PTCB) 	Board of Pharmacy pharmacy.ca.gov
	Instructor for PHR 100, 120, 25, 203, 303			Pharmacy Technician Certification Board ptcb.org
Physician Assistant	Instructor	Associate Degree	<ul style="list-style-type: none"> Current PA license (NCCPA) certification or eligible for certification Degree, certification, or content expertise specific to course(s) taught 	National Commission on Certification of Physician Assistants nccpa.net
	Clinical Coordinator/ Instructor	Associate Degree; Bachelor's Degree Preferred		

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Health Studies Division

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Registered Nursing	Instructor	Master's Degree	<ul style="list-style-type: none"> Current RN license BRN approved course which includes practice in teaching Nursing Background investigation and drug screening 	Board of Registered Nursing rn.ca.gov/regulations/title16
	Assistant Nursing Instructor	Bachelor's Degree		
	Clinical Teaching Assistant	Associate Degree; Bachelor's Degree Preferred		
	Program Director	Master's Degree in Nursing, Education, or Administration		
	Assistant Program Director	Master's Degree		

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Health Studies Division

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Respiratory Therapy	Instructor and/or Clinical Instructor	Associate Degree; Bachelor's Degree Preferred	<ul style="list-style-type: none"> RRT credential (issued by NBRC) Licensed or eligible for licensure in California CPR provider (BCLS) certified (AHA) 	Preferred: <ul style="list-style-type: none"> CPR instructor (BCLS) certified (AHA) Nat'l Board for Respiratory Care nbc.org Respiratory Care Board of CA rcb.ca.gov/
	Program Director	Bachelor's Degree; Master's Degree preferred		
	Medical Director	Doctor of Medicine	<ul style="list-style-type: none"> Board eligible/board certified licensed physician 	Medical Board of CA mbc.ca.gov/
	Director of Clinical Education (Clinical Coordinator)	Bachelor's Degree; Master's Degree preferred	<ul style="list-style-type: none"> RRT credential (issued by NBRC) Licensed or eligible for licensure in California Background investigation and drug screening; CPR provider (BCLS) certified (AHA) CPR instructor (BCLS) certified (AHA preferred) 	Nat'l Board for Respiratory Care nbc.org Respiratory Care Board of CA rcb.ca.gov/
Surgical Technology	Instructor Clinical Instructor	Associate Degree	<ul style="list-style-type: none"> Current National Surgical Technology Certification (issued by an NCCA approved agency) CPR certified (AHA preferred) Background investigation and drug screening 	National Board of Surgical Technology nbtsa.org
	Program Director			
	Clinical Coordinator			

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Therapeutic Massage	Instructor	Associate Degree	<ul style="list-style-type: none"> Certified Massage Therapist (CMT) or Licensed Acupuncturist CPR/FA certified (AHA preferred) 	California Massage Therapy Council camtc.org/VerifyCertification California Department of Consumer Affairs - Acupuncture Board acupuncture.ca.gov
Veterinary Technology	Instructor	Associate Degree	<ul style="list-style-type: none"> Licensed RVT 	Veterinary Medical Board License Verification vmb.ca.gov/
	Program Director	Associate Degree		
Vocational Nursing	Instructor Clinical Coordinator	LVN with Associate or Bachelor's Degree, or RN license with Associate or Bachelor's Degree	<ul style="list-style-type: none"> Current CA RN or LVN license 	Board of Vocational Nursing & Psychiatric Technicians License Verification bvnpt.ca.gov/ <ul style="list-style-type: none"> Must be approved by Board prior to hire
	Program Director Asst. Program Director	Bachelor of Science – Nursing Degree	<ul style="list-style-type: none"> Current CA RN or LVN license Background investigation and drug screening 	

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San Joaquin Valley College

Technical Studies Division

<u>Area of Instruction</u>	<u>Position</u>	<u>Minimum Degree Requirement¹</u>	<u>Minimum 3 Years of Experience, Education and/or Training in Current Practices of the Subject Area</u>	<u>AA/AD/HR Verification Source for licensure/certifications</u>
Aviation Maintenance Technology	Instructor	Associate Degree	<ul style="list-style-type: none"> • FAA Airframe and Power Plant Certification 	faa.gov/licenses_certificates/airmen_certification/releasable_airmen_download/
Computer System Administration	Instructor	Associate Degree	<ul style="list-style-type: none"> • A+ Certification • Network + Certification • Security + Certification (one of the three required; all preferred) <ul style="list-style-type: none"> ○ Microsoft Certified Tech Specialist (MCTS) ○ Microsoft Certified IT Professional (MCITP) ○ Cisco Certified Network Associate (CCNA) 	<p>For A+, Net+, and Sec+: comptia.org/careerid</p> <p>For MS Certification status (requires Transcript ID and access code from candidate): mcp.microsoft.com/authenticate/validate/mcp.aspx</p>
Industrial Technology	Instructor	Associate Degree	<ul style="list-style-type: none"> • Experience with industrial electrical and motor control, PLC, hydraulics, and/or bearings, and industrial maintenance • Education to include vocational courses specific to IT Electrical or PLC vocation certification preferred 	

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Technical Studies Division

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Information Technology	Instructor	Associate Degree; Bachelor's Degree Preferred	<ul style="list-style-type: none"> • All Instructional Components: <ul style="list-style-type: none"> ○ CompTIA A+ Certification or equivalent ○ CompTIA Security+ (SY0-401) or CompTIA CASP (CAS-001) Certification or equivalent • Network Concentration: <ul style="list-style-type: none"> ○ CompTIA Network+ (N10-105) Certification or equivalent ○ MCSA Windows Server 2012 Certification or equivalent ○ CWNP CWNA-106 Certification or equivalent • Database Administration: <ul style="list-style-type: none"> ○ MSCA Windows Server 2012 Certification or equivalent • Web Development: <ul style="list-style-type: none"> ○ Adobe Certified Associate: Web Authoring Using Adobe Dreamweaver or equivalent • Security Concentration: <ul style="list-style-type: none"> ○ Systems Security Certified Practitioner (SSCP) or Certified Information Systems Security Professional (CISSP) Certification or equivalent 	

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Technical Studies Division

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Heating, Ventilation, Air Conditioning, and Refrigeration	Instructor	Associate Degree	<ul style="list-style-type: none"> EPA universally certified (Section 608) North American Technician Excellence (NATE) Air-Conditioning, Heating, and Refrigeration Institute (AHRI) ICE Competency Exams with minimum 80% 	<p><i>North American Technician Excellence License Verification: natex.org</i></p> <p>NATE to include:</p> <ol style="list-style-type: none"> 1. Heat Pump Service Certification (includes): <ol style="list-style-type: none"> a. Air Conditioning Service b. Air Conditioning Installation c. Heat Pump Installation d. Heat Pump Service 2. Gas and Furnace Certification (includes): <ol style="list-style-type: none"> a. Gas Furnace Service b. Gas Furnace Installation <p><i>Air-Conditioning, Heating, and Refrigeration Institute (AHRI) Certification</i></p> <p>ICE to include:</p> <ol style="list-style-type: none"> 1. Light commercial heating and air conditioning 2. Commercial Refrigeration 3. Residential Certification (any combination below) <ol style="list-style-type: none"> a. Core b. Residential Air Conditioning c. Residential Air Distribution d. Residential Heat Pump e. Residential Gas Furnaces f. Residential Oil Furnaces

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San Joaquin Valley College

General Education Division

<u>Area of Instruction</u>	<u>Position</u>	<u>Minimum Degree Requirement¹</u>	<u>Minimum 3 Years of Experience, Education and/or Training in Current Practices of the Subject Area</u>
Chemistry	Instructor	Bachelor's Degree in Chemistry, Biochemistry, Physics, Molecular Biology, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
English	Instructor	Bachelor's Degree in English, Literature, Composition, Liberal Studies, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
History	Instructor	Bachelor's Degree in History, Social Science, Humanities, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
Math	Instructor	Bachelor's Degree in Mathematics, Applied Mathematics, Statistics, Physics, Engineering, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter* May accept 8 units if in advanced level Math such as Calculus</i>	(online teaching experience for Online Instructors)
Natural Science	Instructor	Bachelor's Degree in Environmental Studies, Chemistry, Physics, Biology, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
Philosophy	Instructor	Bachelor's Degree in Philosophy, Humanities, Sociology, Social Science, Social Psychology, Liberal Studies, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)

*Previous work or personal experience may be considered in addition to educational background; candidate must demonstrate subject matter competency

**Additional program-specific training required within first 30 days of employment, and 10 hours of program-specific classroom observation required within first 90 days of employment

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Physics	Instructor	Bachelor's Degree in Physics, Engineering, Mathematics, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
Psychology	Instructor	Bachelor's Degree in Psychology, Counseling, Liberal Studies, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
Sociology	Instructor	Bachelor's Degree in Sociology, Anthropology, Political Science, Social Psychology, Liberal Studies or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
Health	Instructor	Bachelor's Degree in Health Sciences, Biology, Nutrition, Nursing, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)
Speech	Instructor	Bachelor's Degree in Speech, Communications, or related major	1-2 years Required: Official College Transcript
		<i>May accept related degree with 12 units completed in subject matter*</i>	(online teaching experience for Online Instructors)

*Previous work or personal experience may be considered in addition to educational background; candidate must demonstrate subject matter competency

**Additional program-specific training required within first 30 days of employment, and 10 hours of program-specific classroom observation required within first 90 days of employment

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San Joaquin Valley College Job Description

Job Title: Instructor
Department: Academic Affairs & Student Services
Reports To: Academic Dean

Summary: Working with minimal supervision from the Academic Dean and technical supervision from the Program Director or Division Manager, the instructor is primarily responsible for the delivery of lecture and/or lab instruction to a population of diverse students.

Essential Duties and Responsibilities:

- Prepares course work for all assigned classes and teaches assigned courses in accordance with established SJVC approved curriculum and course outlines.
- Assesses and analyzes student mastery of course and program learning outcomes.
- Reviews assessment data and adjusts curriculum and instructional methodologies to improve student learning.
- Contributes to outcome discussions at the campus, program and institution levels.
- Fulfills all duties enumerated within the Statement of Faculty Responsibilities
- Participates in college governance, committees and task forces.
- Attends educational and campus meetings.
- Contacts students outside the classroom due to student absence to relay information related to class work and assignments.
- Offers students additional tutoring outside class time.
- Refers students to appropriate campus resources.
- Performs various functions and duties directly related to the program or the operations of the campus.
- Informs students about course requirements, evaluation procedures and attendance requirements.
- Maintains necessary attendance, scholastic and student records, and submits records according to published guidelines.
- Participates in professional development, advisory board meetings, student and other educational activities in accordance with college policy.
- Maintains current knowledge in the field, vocation or profession.
- Participates in the evaluation, revision and development of curriculum and instructional methods.
- Participates as assigned in various campus activities and duties.
- Performs other duties as assigned

Supervisory Responsibilities: An instructor supervises student conduct in the classroom, on the campus, and on field trips and school related functions.

Competency: To perform the job successfully, an individual should demonstrate the following competencies:

Analytical – Collects and researches data to enhance teaching materials; uses intuition and experience to complement data.

Design – Generates creative solutions; translates concepts and information into images; uses feedback to modify teaching methods; demonstrates attention to detail.

Problem Solving – Identifies and resolves problems in the classroom; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.

Customer Service – Manages difficult or emotional student situations; responds promptly to student needs; solicits student feedback to improve service; responds to requests for tutoring and assistance; meets commitments made to students.

Interpersonal Skills – Focuses on solving conflict, not blaming; maintains confidentiality; listens to others without interrupting; keeps emotions under control; remains open to others' ideas and tries new things.

Oral Communication – Effectively teaches and communicates with students from diverse backgrounds; speaks clearly and persuasively in positive and negative situations; listens and gets clarification; responds well to questions; demonstrates excellent presentation skills; participates in meetings.

Written Communication – Writes clearly and informatively; edits work for spelling and grammar; varies writing style to meet needs; presents numerical data effectively; able to read and interpret written information.

Teamwork – Balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; able to build morale and group commitments to goals and objectives; supports everyone's efforts to succeed.

Visionary Leadership – Displays passion and optimism; inspires respect and trust; mobilizes students to fulfill their educational vision; provides vision and inspiration to students and co-workers.

Diversity – Shows respect and sensitivity for cultural differences; educates students on the value of diversity; promotes a harassment-free environment; builds a diverse workforce in the classroom and office.

Ethics – Treats students, employees, and the general public with respect; inspires the trust of others; works with integrity and ethically; upholds organizational values.

Organizational Support – Follows policies and procedures; completes administrative tasks correctly and on time; supports organization's goals; benefits organization through outside activities; supports affirmative action.

Judgment – Exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in decision-making process.

Motivation – Encourages students to set and achieve challenging goals; demonstrates to students persistence and ways to overcome obstacles; measures self against standard of excellence and encourages students to do so as well; encourages students to take calculated risks to accomplish goals.

Professionalism – Approaches others in a tactful manner; reacts well under pressure; treats others with respect and consideration regardless of their status or position; accepts responsibility for own actions.

Safety and Security – Observes safety and security procedures, as well as teaches safety and security procedures in the classroom; reports potentially unsafe conditions; uses equipment and materials properly.

Adaptability – Adapts to changes in the work environment; manages competing demands; changes approach or method to best fit the situation; able to deal with frequent change, delays, or unexpected events.

Attendance/Punctuality – Is consistently at work on time; ensures class(es) start on time; ensures classes are covered when absent; arrives to meetings and appointments on time.

Dependability – Follow instructions, responds to management direction; commits to long hours of work when necessary to cover classes and/or tutor students.

Innovation – Displays original thinking and creativity; meets challenges with resourcefulness; generates suggestions for improving work; develops innovative approaches and ideas; presents ideas and information in a manner that gets others' attention.

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education and/or Experience

Must meet or exceed all standards listed in Minimum Faculty Qualifications.

Language Skills

Ability to read, analyze, and interpret materials related to area of expertise; ability to respond to common inquiries or complaints from students, employees and members of the business community; ability to effectively present information to students, employees, and the business community.

Mathematical Skills

Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume; ability to apply concepts of basic algebra and geometry.

Computer Skills

To perform this job successfully, an individual should have knowledge of Microsoft Office Word, Excel, Access, Outlook and all software programs related to courses to be taught.

Certificates, Licenses, Registrations

Instructors must have required certificates, licenses and registrations required for the course(s) they are to teach.

Physical Demands: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; use hands to finger, handle, or feel; reach with hands and arms; talk; hear and speak. The employee is frequently required to walk; sit and stoop, kneel, crouch, or crawl. The employee is occasionally required to climb or balance. The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds.

Work Environment: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

In some and/or all vocational classrooms, the employee is frequently exposed to moving mechanical parts. The employee is occasionally exposed to fumes or airborne particles and toxic or caustic chemicals. The noise level in the work environment is usually moderate.