



## 2024-2025 Service Year POSITION DESCRIPTION

**HOST SITE:** Keystone Central School District

**HOST SITE ADDRESS:** 86 Administration Drive, Mill Hall, PA 17751

**MEMBER'S IMMEDIATE SUPERVISOR NAME AND TITLE:**

**POSITION TITLE:**

STEP AmeriCorps Intervention Specialist

**PROPOSED SCHEDULE:** *Reduced Full Time Position (1200 Hours) / August 20, 2024-June 6, 2025*

*30-35 hours per week on average, largely mirroring the school day with extended time before and after school. Members will take part in service-related training offered by the school district, such as Non-Violent Crisis Intervention.*

Monday: 8:30am-4:00pm (30minute break)  
Tuesday: 8:30am-4:00pm (30minute break)  
Wednesday: 8:30am-4:00pm (30minute break)  
Thursday: 8:30am-4:00pm (30minute break)  
Friday: 8:30am-4:00pm (30minute break)  
Occasional weekday evenings for events and projects  
Saturday: occasionally for events and projects  
Sunday: occasionally for events and projects

### **POSITION SUMMARY**

The AmeriCorps members in this position will develop the skills to form positive relationships with students experiencing academic, behavioral, and/or attendance difficulties in school and with their families. This service position will also serve as a mentor to students to provide opportunities for students to discuss and problem solve rather than react in emotionally charged and conflict situations. S/he will encourage mentees to find pro-social solutions to problems and to seek out those who can assist in resolving the issues faced.

*Members must have all clearances before serving Vulnerable Populations. This AmeriCorps service description was developed for AmeriCorps service, not staff or volunteers. AmeriCorps members do not replace staff.*

## SERVICE POSITION DESCRIPTION

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### **POSITION BENEFITS:**

Living Stipend: <b>\$11,875 (\$625 bi-weekly)</b>
Health Insurance (for qualified members)
Forbearance on qualifying student loans while serving and interest accrual payment upon program completion
Segal Education Award upon program completion: <b>\$4,826.50</b>
Child Care Allowance (for qualified members)
Experience and training
National service organization membership and alumni services

### **QUALIFICATIONS AND SKILLS REQUIRED:**

- Bachelor's degree in education, human services or a related field; or the combination of education and experience enough to demonstrate possession of the required knowledge, skills and abilities; or College Degree or presently pursuing degree; or High school diploma, with a minimum of one year of experience with on the job interpersonal communications;
- Ability to communicate effectively;
- Compassionate, kind and consistent;
- Clean Criminal History Clearances; Act 34 Pennsylvania State Police Criminal History, Act 151 Pennsylvania Child Abuse, and Act 114 FBI Criminal History clearances;
- Reliable transportation to host site and AmeriCorps events

### **COMMUNITY NEED:**

Our district encompasses all of Clinton County, part of Centre County and part of Potter County. Our district is very rural and has a population with a long history of generational poverty and trauma, with 30% of our population receiving special education services. STEP AmeriCorps members will be about to provide our most at-risk students with support that will help them become more adaptable, learn how to be resilient and teach them how to hold themselves to a high standard.

### **ESSENTIAL FUNCTIONS OF THE POSITION/SPECIFIC DUTIES:**

- Meet and form relationships with identified students;
- Make student contacts relative to school attendance;
- Monitor student behavior in the classroom;
- Make appropriate referrals, with follow-up, to community advocacy groups, as necessary;
- Do check-in and check-out with students per prescribed schedule;
- Discuss problems with students, referring students to appropriate resources in the school and community;
- Form relationships with students' families;
- Discourage physical responses to conflicts among students;
- Organize parent engagement activities;

## SERVICE POSITION DESCRIPTION

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- Engage parents in support of educational goals;
  - Act as a liaison between home and school, ensuring open communication between both entities;
  - Maintain and update familiarity with all pertinent regulations and policies;
  - Provide daily guidance to program participants;
  - Make parent contacts to assess child's developmental needs and support attendance and,
  - Provide classroom support for issues regarding mentees

*All STEP AmeriCorps members are required to perform the following list of AMERICORPS related duties and events:*

- Attend mandatory Corps Team meetings;
- Complete mandatory AmeriCorps monthly service and outcome reports;
- Complete mandatory weekly time logs in a timely fashion;
- Complete mandatory journals;
- Develop, plan, and participate in various mandatory AmeriCorps events such as Martin Luther King, Jr. Day of Service, AmeriCorps Week activities and other service projects; and,
- Participate in host site and AmeriCorps trainings as scheduled.

### **ACCESS TO VULNERABLE POPULATIONS:**

Position will have recurring access to vulnerable populations.

I verify that I have reviewed and understand the position description.

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AmeriCorps Member Print Name

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AmeriCorps Member Signature

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Date

I verify that I have reviewed and understand the STEP AmeriCorps member position description.

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Site Supervisor Print Name

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Site Supervisor Signature

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Date

### **PROHIBITED ACTIVITIES**

While charging time to the AmeriCorps program, accumulating service or training hours, or otherwise performing activities supported by the AmeriCorps program or CNCS, members may not engage in the following activities:

- a. Attempting to influence legislation;
- b. Organizing or engaging in protests, petitions, boycotts, or strikes;
- c. Assisting, promoting, or deterring union organizing;
- d. Impairing existing contracts for services or collective bargaining agreements;
- e. Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office;
- f. Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or

## SERVICE POSITION DESCRIPTION

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- elected officials;
- g. Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization;
- h. Providing a direct benefit to—
  - i. A business organized for profit;
  - ii. A labor union;
  - iii. A partisan political organization;
  - iv. A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 related to engaging in political activities or substantial amount of lobbying except that nothing in these provisions shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative; and,
  - v. An organization engaged in the religious activities described in paragraph (g) of this section, unless CNCS assistance is not used to support those religious activities;
- i. Conducting a voter registration drive or using CNCS funds to conduct a voter registration drive;
- j. Providing abortion services or referrals for receipt of such services; and,
- k. Such other activities as CNCS may prohibit.

**In addition to the above activities, the below activities are additionally prohibited:**

**Census Activities.** AmeriCorps members and volunteers associated with AmeriCorps grants may not engage in census activities during service hours. Being a census taker during service hours is categorically prohibited. Census-related activities (e.g. promotion of the Census, education about the importance of the Census) do not align with AmeriCorps state and national objectives. What members and volunteers do on their own time is up to them, consistent with program policies about outside employment and activities.

**Election and Polling Activities.** AmeriCorps members may not provide services for election or polling locations or in support of such activities.

AmeriCorps members may not engage in the above activities directly or indirectly by recruiting, training, or managing others for the primary purpose of engaging in one of the activities listed above. Individuals may exercise their rights as private citizens and may participate in the activities listed above on their initiative, on non-AmeriCorps time, and using non-Corporation funds. Individuals should not wear the AmeriCorps logo while doing so.

AmeriCorps members are prohibited from displacing employee services, duties or activities performed by an employee who recently resigned or was discharged; an employee who is subject to a reduction in force; an employee who is temporarily absent or is on leave.

*Nonduplication.* Corporation assistance may not be used to duplicate an activity that is already available in the locality of a program. And, unless the requirements of paragraph (f) of this section are met, Corporation assistance will not be provided to a private nonprofit entity to conduct activities that are the same or substantially equivalent to activities provided by a State or

## SERVICE POSITION DESCRIPTION

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local government agency in which such entity resides.

### *Non-displacement.*

- a. An employer may not displace an employee or position, including partial displacement such as reduction in hours, wages, or employment benefits, as a result of the use by such employer of a participant in a program receiving Corporation assistance.
- b. An organization may not displace a volunteer by using a participant in a program receiving Corporation assistance.
- c. A service opportunity will not be created under this chapter that will infringe in any manner on the promotional opportunity of an employed individual.
- d. A participant in a program receiving Corporation assistance may not perform any services or duties or engage in activities that would otherwise be performed by an employee as part of the assigned duties of such employee.
- e. A participant in any program receiving assistance under this chapter may not perform any services or duties, or engage in activities, that—
  - i. Will supplant the hiring of employed workers; or
  - ii. Are services, duties, or activities with respect to which an individual has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures.
- f. A participant in any program receiving assistance under this chapter may not perform services or duties that have been performed by or were assigned to any—
  - i. Presently employed worker;
  - ii. Employee who recently resigned or was discharged;
  - iii. Employee who is subject to a reduction in force or who has recall rights pursuant to a collective bargaining agreement or applicable personnel procedures;
  - iv. Employee who is on leave (terminal, temporary, vacation, emergency, or sick); or
  - v. Employee who is on strike or who is being locked out.

I verify that I have reviewed and understand the prohibited activities.

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AmeriCorps Member Print Name

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AmeriCorps Member Signature

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Date

I verify that I have reviewed and understand the prohibited activities.

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Site Supervisor Print Name

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Site Supervisor Signature

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Date