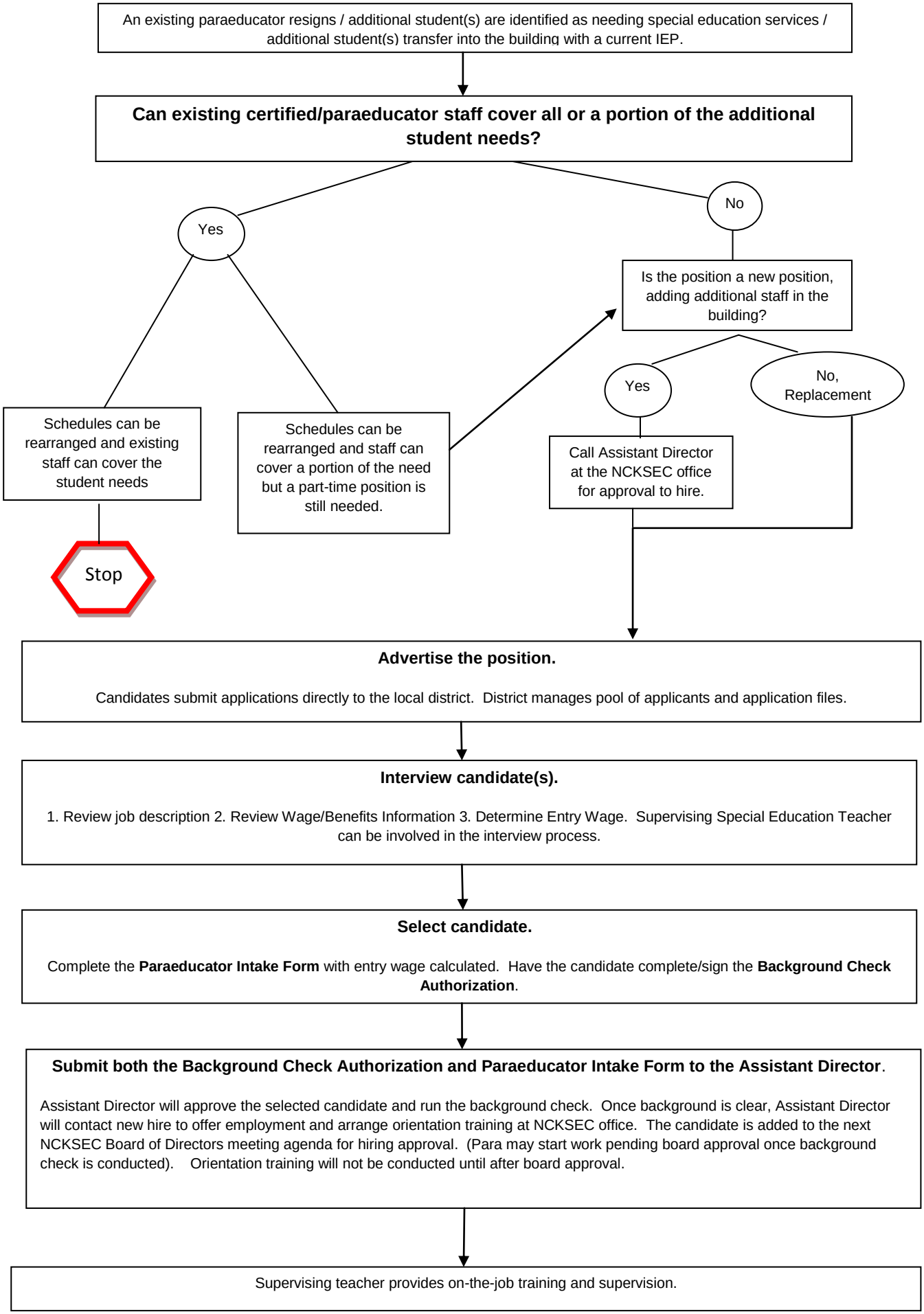PARAEDUCATOR HIRING FLOWCHART