



JOB TITLE	DEPARTMENT	REPORTS TO
Behavior Technician	Exceptional Student Education	Director of ESE

Position No: 52055	Length of Work Year: 10 months
Salary Schedule: C05	Date Approved: 9/24/96
FSLA: Non-exempt	Date Revised: 9/01/10; 3/08/11; 5/30/18

JOB GOAL
To assist in the development and implementation of behavioral modification and intervention programs for students.

MINIMUM QUALIFICATIONS
<ol style="list-style-type: none"> 1. High School Diploma or equivalent plus either AA/AS, sixty (60) hours college credit, or a passing score on a rigorous locally identified test. 2. Related experience in the field of behavior modification or intervention preferred. 3. Ability to follow instructions. 4. Willingness to participate in county behavioral training within 90 days of employment. 5. Ability to perform the functions of the position. 6. Successful completion of a Physical Capacity Test specific to the essential functions and measured physical demands of the position.

DUTIES AND RESPONSIBILITIES
<ol style="list-style-type: none"> 1. To understand and apply basic principles of Applied Behavior Analysis in classroom settings as directed by the District Behavior Analysts. 2. To conduct classroom observations using behavioral measurements needed for Functional Behavior Assessments and Behavior Intervention Plans. 3. Collect and submit data needed for Functional Assessments and Behavior Intervention Plans to the assigned District Behavior Analyst. 4. To implement Behavior Plans and instructional strategies as directed by the classroom teacher or District Behavior Analyst. 5. To maintain effective working relationships with associates/students within the school. 6. To maintain mandatory certification in district approved intervention of crisis prevention. (CPI/PCM/or other district approved intervention programs). 7. To perform and document district approved physical management or restraint procedures (emergency and programmatic). 8. To continue skill development through mastery of behavior technician basic competencies and through the district approved professional development workshops and courses. 9. Attend a minimum of 8 hours of behavior technician training each school year. 10. To assist in the implementation of school wide positive behavior supports and classroom and individual management processes. 11. To assist in the utilization of approved social skills programs for students, school wide, in the classroom or individually. 12. To perform assigned tasks in a timely and efficient manner and with a high standard of quality. 13. To perform other duties as assigned by the Director of ESE or District Level Behavior Analyst.

PHYSICAL DEMAND CLASS:
Very Heavy (VH) - Frequent lifting and carrying of objects weighing 50-100 pounds. Infrequent lifting and carrying of objects weighing in excess of 100 pounds. Continuous standing and/or

Reviewed:

walking is required to carry out duties. Occasional 'walking at a fast pace and/or running may be required.

For the Position of: **BEHAVIORAL TECHNICIAN**
PDC Test Level: HEAVY

The physical demands described here are representative of those that must be met by an employee to successfully perform the functions of this job. Candidates will be required to successfully complete the following job specific tests prior to being recommended to the School Board for hire.

Job Specific Test I

Task Simulated: Lifting/Handling/Transferring during intervention

Equipment: NIOSH box weighted to 50 lbs.

Description of Task Simulation 1: Candidate will demonstrate ability to assume bilateral kneel to grasp bottom handles of a NIOSH box weighted to 50 lb. from the floor then transfer to single-leg kneel then transfer to stand with the box. They will then transfer back to single-leg kneel then to bilateral kneel to return the box to the start point. This will be done for 1 repetition

Job Specific Task II

Task Simulated: Lifting/Transferring students

Equipment Used: NIOSH box weighted to 70 lbs., 2 20-inch height shelves or surfaces

Description of Task Simulation 2: With NIOSH box weighted to 70 lbs. and placed on shelf so lower box handles are at 20-inch height from floor, the candidate will lift using lower handles then pivot to place box on a shelf at similar height. This is to be done for 2 repetitions.

Job Specific Test III

Task Simulated: Push/Pull - Student mobility/positioning

Equipment used: Sled weighted for 50 lbs. /force or Force gauge

Description of Task Simulation 3: Candidate will demonstrate ability to push then pull a weighted sled with hands at self-selected height for 5-feet, one repetition for each direction. If a sled is unavailable, the candidate, using a force gauge w/ handles at self-selected height to generate peak force of 50 lbs. for pushing and pulling for 1 repetition for each direction.

Job Specific Test IV

Task Simulated: Seat belt Handling

Equipment used: Fine motor activity tools (buckle strap or similar fine motor activity)

Description of Task Simulation 4: Candidate will demonstrate ability to assume posture (including stoop, kneel, or crouch) to reach at arm's length to 20-inch height from floor to perform fine motor activity for 1-minute. This is to be done for 1 repetition.