

CENTRAL SCHOOL DISTRICT

Job Title: Registered Behavior Technician (RBT)

Occupational Group: Instructional

Reports to: Director of Special Education and Pupil
Personnel Services

Pay Range: 21

Board Approval: April 8, 2021

Work Year: 10 months

DEFINITION

Provides behavior support services to students to eliminate or replace disruptive, harmful or negative behaviors with positive actions. The Registered Behavior Technician (RBT) will work closely with the school, and other support systems to assist with monitoring, and implementing the positive behavior modification/intervention plans developed by members of designated school site team. Receives direction and support from a Board Certified Behavioral Analyst (BCBA).

QUALIFICATIONS

Education/Certification:

- High school diploma or its equivalent.
- Completion of 48 college units, or AA degree or higher or passage of Instructional Aide Test (ESSA) required.
- Registered Behavior Technician (RBT) certification through the Behavior Analyst Certification Board (BACB) to include completion of a 40-hour course of RBT training as required for certification.
- Valid California Driver's License and safe driving record.
- Department of Justice clearance
- Current TB test with screening every 4 years to remain up to date

Experience:

- Two years of paid or volunteer experience working with multi-age groups of children; preferably children with special learning needs/disabilities.

Knowledge and Abilities:

Basic concepts of child growth and development; physical and emotional needs of children with special mobility equipment; use of instructional techniques pertaining to children experiencing special mental, physical, medical, behavioral or learning needs; student behavior management strategies; proper English usage, punctuation, spelling and grammar; basic mathematical concepts; modern office practices, procedures and equipment; operation of a computer; record keeping; demonstrate an empathetic, patient and receptive attitude with students experiencing special mental, physical, medical, behavioral or educational needs; act calmly and appropriately in emergencies; assist in feeding and toileting students with special needs; knowledge and ability to deal effectively with attitudes and behaviors of students; utilize instructional materials and procedures; understand and carry out oral and written directions; assume responsibility for properly supervising students; establish and maintain cooperative working relationships with those contacted in the course of the workday including staff, students and parents; meet schedules and timelines; ability to efficiently use and manage time; perform routine clerical tasks; operate a variety of office related machines and equipment; provide positive customer service and ability to problem solve, be flexible and adjust assignments on short notice.

ESSENTIAL & REPRESENTATIVE DUTIES – No one position will necessarily include all of these duties nor is any one position limited to any one or more of these duties:

1. Follow documented behavioral plans and protocols. **E**
2. Provide students support in reaching goals for behavior changes, monitor students, and assess progress. **E**
3. Assist school site team in devising special strategies for reinforcing material or skills based on a sympathetic understanding of students' needs, interests, and abilities. **E**
4. Contribute to the development and utilize a variety of documents and materials (e.g. games, schedules, visual supports, observation, graphs, and success logs) for the purpose of documenting student progress, activities, outcomes and promoting student growth and development. **E**
5. Provide regular feedback to school site team. **E**
6. Alert classroom teacher of any problem or special information about students in the classroom. **E**
7. Accurately complete all required documentation and daily data collection including curricular measures and behavior plan monitoring. **E**
8. Use appropriate applied behavior teaching, communication, and reinforcement techniques consistently while providing a safe and optimal learning environment. **E**
9. Supervise, observe, and assist students at all designated times, throughout school environment, including escorting students during transitions as necessary. **E**
10. Maintain high level of ethical behavior and confidentiality of information about students. **E**
11. Participate in various meeting as needed.
12. Perform related duties as assigned.

WORKING CONDITIONS

Classroom environment, both indoor and outdoor; possible exposure to communicable diseases; blood borne pathogens exposure and anti-social/hostile behavior, including biting, scratching and running.

PHYSICAL ABILITIES

Performing the duties of this job, employees are required to see, talk, walk, listen, sit, stand, bend, reach, lift up to 40 pounds, push, pull, reach overhead, kneel, squat, climb stairs: physical, mental and emotional stamina to endure long hours under sometimes stressful conditions.

PROFESSIONAL EXPECTATIONS:

1. Be responsible and adhere to appropriate technology use, upholding conscientious, sound judgement when using social media.
2. Wear appropriate and safe attire.
3. Maintain consistent, punctual and regular attendance.