Notice Of Vacancy

Position: Behavior Technician
Status: 8 hours per day (192 day calendar)
Salary: $22.96/hr.
Salary Range: $22.96/hr. - $24.56/hr.
Posted Date: February 12, 2020
Start Date: March 9, 2020 (anticipated)
Location: Educational Service District 105
33 South Second Avenue, Yakima, WA 98902

Job Description and Qualifications: See below

Application Procedure – Applicants apply through the ESD 105 Fast Track on-line application system at www.esd105.org under the Human Resources link, and ESD 105 job opportunities.

Current ESD employees interested in this position need to submit a letter of interest and resume to Dianna Hiebert. It may be emailed or dropped off to her in the Maggie Perez Building.

Deadline to apply: OPEN UNTIL FILLED

Immigration Reform and Control Act Requirement: The recommended applicant, if not a current regular employee, will be required to complete an INS 1-9 form and must provide proof of employment eligibility.

Background Check: All new employees who will have unsupervised access to children must complete a satisfactory fingerprint check with the Washington State Patrol and the FBI. All employment is considered temporary until receipt of the satisfactory background check.

Employment: ESD 105 shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Domestic partners registered with the state of Washington will be offered the same rights/benefits as spouses to the extent that treatment is not in conflict with state or federal law. Inquiries regarding compliance procedures may be directed to the ESD’s Title IX/RCW28A.640 Officer and Section 504/ADA Coordinator, Veronica Naranjo, Human Resources Director, 33 So. Second Ave., Yakima, WA (509) 454-2858

ESD 105 is an Equal Opportunity Employer
POSITIVE DESCRIPTION

Job Title: Behavior Technician

Direct Supervisor:
Board Certified Behavior Analyst

Employment Supervisor:
Director of Special Services

Job Summary:
The Behavioral Technician will provide educational support, in the form of skills instruction and behavior reduction protocols, based upon the principles of Applied Behavior Analysis (ABA) to children enrolled in special education services in the public school setting. The Behavioral Technician will collect data on programs, assist with staff training, and assist the Behavior Analyst with assessments, as needed. The Behavioral Technician will be responsible for implementing the duties of classroom paraprofessionals in the temporary absence of these team members. Essential components of this position are listed below but subject to change at the discretion of ESD 105. This job description describes essential job functions, but does not provide an exhaustive list of duties that may be assigned. Specific duties & responsibilities will vary depending upon classroom assignment. The Behavior Technician is responsible for completing and maintaining all required certifications and trainings once employed including, but not limited to: Right Response, Fingerprinting & Background Checks, RBT trainings and other company in-services and trainings as directed by supervisor.

Essential Job Functions:
A. Provide direct educational support in 1:1 and group settings utilizing a combination of intensive teaching and natural environment training arrangements.
B. Follow the prescribed behavioral skill acquisition and behavior reduction protocols.
C. Collect, record, and summarize data on observable client behavior.
D. Assist with staff training in line with the student’s individualized treatment and behavior reduction protocols.
E. Effectively communicate with teachers and other school staff regarding student progress as instructed by the Board Certified Behavior Analyst (BCBA).
F. Utilize safe & appropriate prevention, de-escalation, and physical intervention procedures when working with students.
G. Maintain student confidentiality.
H. Assist classroom teachers/staff, district Behavior Specialists, and the BCBA with skill acquisition and behavior reduction assessments.
I. Assist classroom teachers/staff, district Behavior Specialists, and the BCBA in preparing student materials as instructed.
J. Maintain and acquire technical knowledge by attending required trainings (Right Response certification, Registered Behavior Technician certification, etc.).

Other Job Functions:
A. Perform other related duties as assigned.

Qualifications:
Required Education and Experience
1. High School Diploma OR equivalent.
2. Current Right Response Advanced Certification OR ability to attend training to become certified.
3. Current Registered Behavior Technician certification OR ability to attend training to become certified.
Preferred Education and Experience
1. Experience working with children ages 3-21 in a classroom or 1:1 setting; experience implementing procedures based upon the principles of Applied Behavior Analysis.
2. Associates or Bachelor’s degree in Psychology, Education, Applied Behavior Analysis, or related field.

Required Skills, Knowledge and or Abilities
1. Ability to accept constructive feedback and develop knowledge and skill sets accordingly.
2. Effective time management skills and the ability to manage multiple tasks at one time.
3. Excellent written and verbal communication skills.
4. Ability to develop and maintain professional relationships with students, co-workers, supervisors, and community members.
5. Ability to adhere to organizational policies and procedures and abide by code of ethics as indicated by the Behavior Analyst Certification Board.
6. Commitment to ongoing training and development as it relates to educational skills, professional development, ethics, and technology, and training in order to perform job responsibilities to required standard.
7. Ability to interpret and implement written behavioral protocols.

Physical Demands
The usual and customary methods of performing the job’s functions require the following conditions:
• **Significant**: Must be able to lift up to 50 pounds.
• **Frequent**: Must be able to assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, and standing) for extended periods of time.
• **Occasional**: Must have reliable transportation and be willing and able to travel between different job sites within ESD 105.

Significant - Occupation requires this activity more than 66% of time (5.5+ hrs/day)
Frequent - Occupation requires this activity from 33% to 66% of time (2.5 to 5.5+ hrs/day)
Occasional - Occupation requires this activity up to 33% of time (0 to 2.5+ hrs/day)

The statements contained in this job description reflect general details as necessary to describe the essential functions of this position, the level of knowledge and skill typically required, the scope of responsibilities, and the physical demands, but should not be considered an all-inclusive listing of the work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences or relief, to equalize peak work periods or otherwise to balance the workload. Changes to the position description may be made at the discretion of the employer.