



BEHAVIOR TECHNICIAN

QUALIFICATIONS:

1. Minimum 60 college credits in education, psychology or related fields, Bachelor's degree preferred
2. Documented experience implementing Applied Behavior Analysis and behavior intervention strategies
3. Exhibit a personality that demonstrates interpersonal skills to relate well to students, staff, administration, parents, and the community
4. Evidence of good physical health to fulfill job functions and responsibilities
5. Excellent integrity and demonstrate good moral character and initiative
6. Strong problem-solving skills and ability to communicate
7. Establish and maintain effective relationships with those contacted in the course of work
8. Required criminal history background check, drug screening, and eligibility to work in the United States
9. All applicants must meet NJ residency requirements as per the "New Jersey First Act", N.J.S.A. 52:14-7 (L. 2011, Chapter 70)
10. Such other qualifications of academic, professional, and personal excellence as the Township of Union Board of Education may specify

REPORTS TO: Supervisor(s) of Special Education

JOB GOAL: To provide general assistance to students that are emotionally or behaviorally challenged.

PERFORMANCE RESPONSIBILITIES:

1. Work directly with students in a non-evaluative manner under the direction of the district's Behaviorist or Board Certified Behavior Analyst (BCBA)
2. Work one-on-one with students to affect behavior changes
3. Perform Behavior Intervention for students.
4. Provide direct support to students in need of behavioral services.
5. Provide interventions to redirect behavior
6. Implement behavioral programs designed to make positive and appropriate changes for students' learning.
7. Reinforce appropriate behaviors and redirect negative behaviors.
8. Provide values clarification including rules, expectations and consequences.
9. Assist staff in implementing strategies to work with students demonstrating emotional and/or behavioral needs that impede student learning.



10. Collect data.
11. Monitor physical and emotional changes in students and report any changes to classroom teachers and behaviorists.
12. Attend IEP (Individualized Education Plan) and student progress meetings as requested.
13. Attend training regarding safety, security, physical restraints and behavior management procedures as requested.

PHYSICAL ABILITIES AND WORKING CONDITIONS OF CONTINUED EMPLOYMENT

The physical abilities and other conditions of continued employment listed in this section are representative but are not intended to provide an exhaustive list of physical abilities and other conditions of continued employment which may be required of this position. The Township of Union Public Schools encourages persons with disabilities who are interested in employment in this class and need reasonable accommodations to contact the Personnel Department.

Vision:(which may be corrected) to observe and assess student behaviors, monitor safety, and read printed materials, computer screens, and instructional resources.

Hearing: (which may be corrected) Ability to hear and understand speech in a typical school or home environment and respond to verbal cues promptly. Ability to tolerate exposure to noisy conditions.

Speech: Clear and effective verbal communication to convey information to students, staff, and families.

Upper Body Mobility: Use hands and fingers to feel, grasp, and manipulate small objects; manipulate fingers, twist and bend at wrist and elbow; extend arm to reach outward and upward; use hands and arms to lift objects; turn, raise and lower head.

Strength: moderate to heavy lifting, pushing, pulling or carrying is occasionally required; to lift, push, pull and/or carry objects which weigh as much as 15 pounds on a frequent basis; ability to walk frequently

Environmental Requirements: Frequent work in classroom environments, therapy rooms, or home settings with varying noise levels. Ability to work in varying environmental temperatures, including outdoors for student supervision or activities.

Mental Requirements: Ability to maintain focus in a stimulating environment and multitask effectively. Manage and de-escalate challenging behaviors while maintaining a calm demeanor.

Handle emotionally intense or crisis situations with professionalism. Think critically and respond quickly to behavioral incidents or emergencies. Flexibility to adjust to changes in schedules, student needs, or unexpected events.



Township of Union Public Schools

Job Description

TERMS OF EMPLOYMENT: Salary and work year are to be determined by the Superintendent & Board of Education., in accordance with the collective bargaining agreement between the Board of Education and the Union Township Education Association.

ANNUAL EVALUATION: The performance of this job will be evaluated annually in accordance with NJ State law and the provisions of the board's policy on evaluations.

Approved by: Township of Union Public Schools

Date:

Reviewed and Agreed to by:

Date:

LEGAL REFERENCES:

N.J.S.A. 1BA:6-7.1

Criminal history record

N.J.S.A. 18A:16-2

Physical examinations: requirement

N.J.A.C 6A:16-5.3

Incident reporting of violence, vandalism, and alcohol and other drug abuse

N.J.A.C 6A:16-11

Reporting potentially missing or abused children

N.J.A.C. 6A:32-6

School employee physical examinations

Immigration Reform and Control Act of 1986, 8 U.S.C.