



EAST RUTHERFORD PUBLIC SCHOOLS

Office of the Interim Superintendent

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The East Rutherford Board of Education is currently accepting resumes for the following anticipated opening for the 2026-2027 school year:

Board Certified Behavior Analyst (BCBA)

Position Overview

We are seeking a dedicated and collaborative Board Certified Behavior Analyst (BCBA) to support students and staff in a Pre-K through 8th grade educational setting. The BCBA will work closely with teachers, administrators, and support staff to develop and implement evidence-based behavioral supports that promote student success across academic and social environments.

This position focuses on providing direct behavioral expertise, consultation, and coaching to staff while supporting a multi-tiered system of supports within the school setting.

Key Responsibilities

- Develop, implement, and monitor evidence-based Behavior Intervention Plans (BIPs) aligned with assessment findings.
- Collect, manage, and interpret behavioral data to evaluate student progress and inform instructional and behavioral decisions.
- Conduct Functional Behavior Assessments (FBAs) for students exhibiting challenging behaviors.
- Provide consultation and support to the Intervention and Referral Services (I&RS) Team, assisting with the development and implementation of Tier 1 and Tier 2 behavioral strategies.
- Provide hands-on coaching and modeling for teachers and paraprofessionals in the implementation of behavioral strategies, including Discrete Trial Training (DTT).
- Develop individualized discrete trial curriculum maps for students requiring intensive behavioral and instructional supports.
- Monitor student progress and revise behavioral and instructional programming based on data and student performance.
- Collaborate with the Child Study Team, teachers, and related service providers to support student behavioral and learning needs.
- Provide professional development and training to school staff on applied behavior analysis (ABA) principles and evidence-based practices.
- Support the development of positive, proactive behavioral systems within classrooms and across the school environment.

Qualifications

- Certification: Board Certified Behavior Analyst (BCBA) certification required
- NJDOE Certification: Valid NJDOE Educational Services Certificate (School Psychologist, Social Worker, Learning Disabilities Teacher) is preferred.
- Experience working with school-aged children, preferably in a Pre-K–8 educational setting

- Knowledge of Applied Behavior Analysis (ABA), Discrete Trial Training (DTT), and positive behavior supports
- Experience conducting FBAs and developing Behavior Intervention Plans
- Strong data analysis, progress monitoring, and program development skills
- Ability to provide coaching and professional development to teachers and support staff
- Excellent collaboration, communication, and problem-solving skills

Interested candidates should submit a resume, cover letter, and proof of BCBA certification before May 15, 2026 to:

Danielle Esposito, Interim Supervisor of Student Services
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