



**CERTIFICATED
Job Class Description**

Equal Employment
Opportunity

TEACHER ON SPECIAL ASSIGNMENT - BEHAVIOR SPECIALIST

DEPARTMENT/SITE: SCHOOL SITE

SALARY SCHEDULE: CERTIFICATED SALARY SCHEDULE

GROUP: 03

WORK YEAR: 11-Month, 185-day Work Calendar

REPORTS TO: DIRECTOR, SPECIAL EDUCATION

DATE CURRENT JOB DESCRIPTION APPROVED:
Board of Trustees effective: May 13, 2026

JOB GOAL/PURPOSE:

Under the direction of the Director of Special Education Services, the Behavior Specialist provides behavioral assessment, intervention, and consultative services to support students with behavioral and social/communication challenges through a trauma-sensitive lens. The specialist develops and implements evidence-based behavioral interventions, conducts comprehensive assessments, and offers training to promote positive student outcomes within inclusive educational environments.

ESSENTIAL FUNCTIONS, TASKS, AND DUTIES:

- Provide proactive, schoolwide behavioral support and consultation through the Effective Schoolwide Environment Plans across varied settings (classrooms, cafeterias, playgrounds, learning spaces). This role emphasizes consultation, coaching, and systems-level guidance for staff to support all students, operating on the presumption that every student is a general education student and ensuring inclusive, evidence-based supports.
- Conduct Functional Behavior Assessments (FBAs) and develop, implement, and monitor Behavior Intervention Plans (BIPs) in collaboration with Individualized Education Program (IEP) teams.
- Provide consultation, training, and support to general and special education staff regarding behavioral strategies, classroom management, and individualized student support.
- Collaborate with IEP teams and assist in the development of goals and objectives based on observation, assessment data, and parent input.
- Participate in IEP meetings, providing data-driven insights and recommendations to support student success.

- Design and deliver professional development sessions for educators, paraprofessionals, and parents on topics related to Applied Behavior Analysis (ABA), Positive Behavioral Interventions and Supports (PBIS), and behavior management techniques.
- Model positive behavior teaching strategies and techniques for general and special education teachers and support staff.
- Train instructional assistants and other staff involved in implementing behavior support plans, ensuring fidelity and effectiveness.
- Collaborate with multidisciplinary teams, including school psychologists, school counselors, service providers, and administrators, to support students with behavioral challenges.
- Maintain accurate and timely documentation of assessments, interventions, progress monitoring, and communications with educational partners
- Stay current with best practices, research, and legal requirements related to behavior analysis and special education
- Assist in crisis intervention planning and provide support before, during, and after behavioral emergencies.
- Maintain current Crisis Prevention Institute (CPI) Instructor Certification and participate in the delivery of non-violent crisis training for North Coastal Consortium of Special Education (NCCSE) and the District.
- Perform other related duties as assigned by the Director of Special Education Services.

JOB QUALIFICATIONS /REQUIREMENTS:

Knowledge of:

- Child growth and development
- Educational expectations based on the California Content Standards
- Theories of Applied Behavior Analysis (ABA)
- Characteristics of Autism Spectrum and Related Disorders
- Current research regarding methodologies, interventions and treatment for various disabilities
- Behavior management strategies and techniques relating to pupils who experience atypical behavior problems
- A variety of methods of data collection and data analysis.

Skills and Abilities:

- Demonstrate an understanding, patient, and receptive attitude toward students of varied age groups, particularly those exhibiting specialized needs
- Train and provide leadership to other staff members
- Appropriately manage student behavior and guide students toward more acceptable social behaviors
- Utilize a variety of instructional materials and procedures to enhance a positive educational environment
- Communicate effectively in oral and written form
- Understand and carry out oral and written directions
- Appreciate human diversity
- Establish and maintain cooperative working relationships with children, parents and staff.

EDUCATION REQUIRED:

Job Class Title: Certificated - Teacher on Special Assignment - Behavior Specialist

- Must hold a valid California Pupil Personnel Services (PPS) Credential with a specialization in School Psychology, a California Special Education Teaching Credential, or a Multiple Subject Teaching Credential.

EXPERIENCE REQUIRED:

- Two years of professional experience in a paid position working in a school setting with school-aged children, including students with a range of disabilities and/or developmental needs. Experience applying the principles of Applied Behavior Analysis (ABA) is preferred.

CERTIFICATIONS AND TESTING REQUIRED:

- Board Certified Behavior Analysis (BCBA) certification preferred
- Must pass the District's applicable proficiency exam (e.g., oral interview, written test, or work sample) for the job class with a satisfactory score
- After an offer of employment, must obtain:
 - Criminal Justice and FBI Fingerprint Clearance
 - Pre-employment physical exam at the District's expense
 - Negative TB test results plus post-employment retest as required (currently every four (4) years)

WORK ENVIRONMENT/PHYSICAL DEMANDS:

(Must be performed with or without reasonable accommodations)

- Office environment with frequent interruptions and intermittent noise
- Dexterity of hands and fingers to operate a computer keyboard and other office equipment
- Sitting or standing for extended periods of time; kneeling, bending at the waist, and reaching overhead, above the shoulders, and horizontally to retrieve and store files
- Lift objects such as boxes containing documents and weighing up to 20 pounds
- Hearing and speaking to exchange information in person or on the telephone
- Seeing to read, prepare, and review various materials
- Regular travel to other sites will be required to perform assigned duties. Must have reliable means of transportation during work hours.