PINELLAS COUNTY SCHOOL DISTRICT, FLORIDA

PCSB: 7354
Pay Grade: D09

FLSA: Non-Exempt

BEHAVIOR TECHNICIAN

REPORTS TO:
Behavior Analyst

SUPERVISES:
Not Applicable

QUALIFICATIONS:
Associate's degree or sixty (60) semester hours from an accredited college or university; OR high school diploma or equivalent and a passing score on the ParaPro assessment. Minimum of two (2) years working with individuals who exhibit challenging behaviors. Registered Behavior Technician™ (RBT®) credentials through the Behavior Analyst Certification Board (BACB®) or ability to complete the 40-hour educational requirement, competency assessments and certification exam within 10 months of hire. Behavior Technician must maintain Registered Behavior Technician™ (RBT®) credentials.

PREFERRED:
Current Registered Behavior Technician certification (RBT®).

MAJOR FUNCTION

The Behavior Technician provides support using behavior management techniques and intervention strategies to reduce behaviors that interfere with the learning process. The Behavior Technician implements, collects data and monitors the behavior support plans as directed by the Board Certified Behavior Analyst (BCBA).

ESSENTIAL RESPONSIBILITIES

- Assists Behavior Analyst in conducting functional behavior assessments.
- Conducts reliability checks with classroom staff regarding delivery of behavioral programs, as trained and authorized by BCBA.
- Conducts fidelity checks to ensure proper implementation of behavior and/or instructional procedures.
- Inputs and analyzes behavior data using the recommended database system.
- Assists Behavior Analyst in analyzing student behavioral and instructional (antecedent) data.
- Records behavioral and instructional data in a timely, efficient and accurate manner.
- Assesses student reinforcers and reinforcement strategies.
- Implements established classroom behavior management procedure.
- Models/Assists teachers with implementation of behavior management strategies.
- Implements research-based instructional and behavioral programs.
- Implements district safety management training procedures as prescribed.
- Assists teacher with development of student training materials.
- Assists in implementation of activities of daily living programs, including feeding and toileting.
- Applies program generalization strategies in community, home and other environments.
- Provides teacher with student behavior reports at team meetings and per request.
- Participates in staff meetings/trainings as directed by BCBA, including biweekly scheduled supervision meetings with BCBA.
- Communicates relevant behavior information to classroom staff on a daily basis or as needed.
- Completes all forms, reports and other paperwork in a timely, efficient and accurate manner.
- Organizes and maintains student/program information.
- Notifies BCBA of personal concerns in a timely manner.
- Maintains current knowledge of each student's special circumstances and needs.
- Understands core underlying principles of applied behavior analysis.
- Knows district policies and procedures.
- Knowledge of schoolwide behavior management system.
- Knows verbal and non-verbal intervention strategies.
- Knows all individual behavior support programs for assigned students.

ESSENTIAL RESPONSIBILITIES (CONTINUED)
• Knows how to use all relevant computer software programs. • Maintain annual renewal of certification. • Adhere to ethical standards in accordance with PCSB and BACB®. • Seeks out training and professional development opportunities. • Participates in yearly performance goals/or evaluations. • Provides assistance for student transportation as needed and per district policy. • Completes paperwork required for Medicaid billing. • Complies with all local, state and federal policies, procedures, laws and regulations. • Performs other related duties as assigned.
TERMS OF EMPLOYMENT
Salary and benefits will be paid consistent with the district's approved compensation plan. The district shall establish the length of the work year and hours of employment. *Performance of the job will be evaluated in accordance with provisions of the school board's policy on evaluation of personnel.* *The above statements are intended to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities and duties required of those in this classification.*
HISTORY OF JOB CLASSIFICATION
ISSUED: 4/13/21 LM; BOARD APPROVED: 04/27/21; REVISED: ER 06/01/26 MV;

BEHAVIOR TECHNICIAN

WORKING CONDITIONS & PHYSICAL EFFORT:	Seldom Or Never	Monthly	Weekly	Daily	Hourly
1. Lift objects weighing up to 20 pounds		X			
2. Lift objects weighing 21 to 50 pounds	X				
3. Lift objects weighing 51 to 100 pounds	X				
4. Lift objects weighing more than 100 pounds	X				
5. Carry objects weighing up to 20 pounds	X				
6. Carry objects weighing 21 to 50 pounds	X				
7. Carry objects weighing 51 to 100 pounds	X				
8. Carry objects weighing 100 pounds or more	X				
9. Standing up to one hour at a time			X		
10. Lift objects weighing up to 20 pounds	X				
11. Standing for more than two hours at a time	X				
12. Stooping and bending		X			
13. Ability to reach and grasp objects					X
14. Manual dexterity or fine motor skills					X
15. Color vision, the ability to identify and distinguish colors				X	
16. Ability to communicate orally					X
17. Ability to hear					X
18. Pushing or pulling carts or other such objects	X				
19. Proofreading and checking documents for accuracy					X
20. Using a keyboard to enter and transform words or data					X
21. Using a video display terminal					X
22. Working in a normal office environment with few physical discomforts					X
23. Working in an area that is somewhat uncomfortable due to drafts, noise, temperature variation, or other conditions	X				
24. Working in an area that is very uncomfortable due to extreme temperature, noise levels, or other conditions	X				
25. Working with equipment or performing procedures where carelessness would probably result in minor cuts, bruises or muscle pulls	X				
26. Operating automobile, vehicle, or van			X		
27. Other physical, mental or visual ability required by the job	X				