Oak Grove School District

Position Description

TITLE: Registered Behavior Technician
DEPARTMENT: Educational Services Division
WORK YEAR: 180 Days (Calendar I1)
BOARD APPROVAL: August 20, 2026

REPORTS TO: Director of Special Education
Classification: Classified
SALARY: CSEA, Range 31
TERM: On-going

SUMMARY DEFINITION:

The Registered Behavior Technician ("RBT") will provide training, coaching, and specialized direct intervention following the principles of Applied Behavior Analysis ("ABA"), as detailed below; assist teachers and behavioral staff with the preparation of materials for intervention and classroom generalization; collect, process, and analyze data from intervention sessions in collaboration with the assigned Board Certified Behavior Analyst ("BCBA"); and collaborate with the BCBA to provide coaching and/or training of individualized behavioral strategies to be used by other District employees for student generalization and fading Intensive Behavior Intervention services, for the purpose of increasing students' ability to participate and benefit from school, including through classroom instruction and as part of the school community.

REPRESENTATIVE DUTIES:

- Implement ethical, effective, positive behavior intervention in the manner and methodology directed. Utilize Applied Behavior Analysis Methodologies which may include Discrete Trial Training ("DTT"), Pivotal Response Treatment ("PRT"), and Naturalistic Environment Teaching ("NET"). Intervention for each student will include preventing, reducing, replacing, and shaping problem behaviors for each student as per the student's behavior intervention plan ("BIP"), IEP, and/or behavior programs; establishing learning systems for students to acquire new skills and behaviors; and strengthening skills and appropriate behaviors through systematic manipulation of variables including fading prompts, changing

reinforcement schedules, changing environments, and individual generalization strategies for each student.
- Develop and implementation of communication systems/techniques under the guidance/direction of a Speech and Language Pathologist, and implement sensory integration techniques under the guidance/direction of an Occupational Therapist.
- Assist in data collection, analysis of, and implementation of procedures as part of Functional Behavior Assessments ("FBAs") and BIPs.
- Assist in modeling techniques and providing training to school staff and Instructional Assistants for the implementation of behavioral programs and methodologies.
- Coordinate with teachers to support student success in classrooms and generalized settings through the generalized implementation of effective, individual behavioral strategies.
- Implement BIPs and support training others on the implementation of BIPs.
- Develop a strong learning rapport with students to promote progress on social-emotional goals including play, peer interactions, and social communication.
- Record detailed and accurate data as directed to ensure data-based decisions can be made for student success and program changes, including fading and terminating behavior intervention services.
- Serves students with an identified need across a variety of settings and in the capacity identified by the supervisor or manager responsible for the student in that setting (e.g., one-to-one, two-to-one, groups, classroom support and recess support).
- Recognizes and intervenes during behavioral crises involving aggressive and/or dangerous behaviors to maintain the safety of school personnel and students by implementing behavior support plans. Documenting and reporting the crisis as soon as possible to the appropriate personnel.
- Engages in physical and sometimes strenuous activities with students such as running, lifting, toileting, diapering, weight shifting, and positioning of students.
- Assist in the preparation and development of instructional aides, exercises, and supporting materials for ABA programs.
- Maintain systems, clerical duties, and data storage with an emphasis on student confidentiality.
- Effective communication and collaboration with classroom and school teams, as well as with other members of the Behavior Support Team regarding student performance, progress, and behavior.

- Support de-escalation and safety when students escalate and/or are in crisis with ethical and approved techniques.
- Drive between sites and provide intervention in designated areas, including classrooms, pull-out rooms, and students' homes.
- Maintain punctual and consistent attendance.
- Perform related duties as assigned.

MINIMUM QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The qualifications listed in this document are the minimum qualifications required in order to successfully be considered and hired for the position.

- Graduation from high school or possession of a General Education Development (GED) certificate or equivalent, as well as at least 48 units of completed coursework beyond high school. Must be at least 18 years of age.
- Possession of a current Registered Behavior Technician (RBT) certificate issued by the Behavior Analyst Certification Board (BACB), maintained in good standing; or, for candidates hired while completing the certification process, the ability to obtain RBT certification within the first 6 months of employment.
- Completion of the BACB-required 40-hour RBT training and Initial Competency Assessment, as applicable to the candidate's certification status.
- Successful completion of the RBT examination and all other applicable BACB requirements within the first 6 months of employment, if not already a certified RBT.
- Must maintain all required BACB professional development, supervision, and certification requirements throughout employment.
- Experience working with children, adolescents, or individuals with disabilities, preferably in an educational, behavioral, therapeutic, or community-based setting.
- Previous experience implementing behavior support strategies, collecting data, or working as a classroom aide, instructional assistant, paraprofessional, or similar position is desirable.
- Possess a valid California Driver’s License.
- Access to reliable transportation for travel between the sites.
- CPR and First Aid Certification.

KNOWLEDGE OF:

- Knowledge of basic principles and practices of Applied Behavior Analysis (ABA) and positive behavior support strategies and evidence-based behavioral interventions
- Knowledge of pertinent academic areas and learning situations.
- Knowledge of general needs and behaviors of children.

ABILITY TO:

- Ability to implement behavioral interventions and instructional strategies under the direction and supervision of a BCBA or other authorized supervisor.
- Ability to perform simple clerical work.
- Ability to make decisions quickly regarding the health and safety of students.
- Ability to implement technical intervention strategies across a variety of settings and student needs.
- Ability to review and analyze behavioral data for program recommendations in collaboration with the BCBA.
- Ability to follow individualized behavior intervention plans and other student support plans with consistency and fidelity.
- Meet state and District standards of professional conduct as outlined in Board Policy.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

The physical demands and the work environment characteristics described here are representative of those that an employee encounters while performing the essential function of this job and must be met by the employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL ABILITIES:

- Primarily indoor working environment.
- May assist students in restrooms or other designated areas.
- Required to drive a personal vehicle to conduct work at school sites.
- Bending at the waist, kneeling, running, or crouching.
- Moderate to high-stress level.

- Frequent sitting, standing or walking.
- May be required to lift at least 50 lbs.
- Assist students on and off the bus.
- Sitting or standing for extended periods seeing, hearing and speaking to exchange information.
- Sufficient vision to read the small print, and sufficient hearing to hear normal and telephone conversations. Ability to speak in an understandable voice and with sufficient volume to be heard at a normal conversation distance and on the telephone. Sufficient dexterity to manipulate small objects, print, write legibly, operate a telephone, and use a computer keyboard, typewriter, and other business machines.
- Exposure to and contact with blood and other bodily fluids. All fluids shall be handled as infectious; universal precautions policy must be consistently implemented. Exposure to communicable diseases.

WORKING CONDITIONS:

- Classroom environment, subject to interruptions; subject to driving to various locations to conduct work.
- May be required to drive to assigned students' places of residence to perform work.
- The noise level in the environment may range from quiet to loud.

OTHER QUALIFICATIONS:

Our organization requires a successful candidate to undergo fingerprinting clearance, provide proof of TB clearance, provide us with employment eligibility, and verification of a legal right to work in the United States in compliance with the Immigration Reform and Control Act. All new employees will be required to complete mandated training and certifications required by state law and District regulations related to employment in a school setting. Inquiries regarding compliance procedures may be directed to our Human Resources Division.

We are dedicated to fostering a diverse, inclusive, and equitable workplace where all individuals are respected, valued, and empowered to contribute their unique perspectives and talents. Our organization is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, religion, sex, sexual

orientation, gender identity, national origin, age, disability, genetic information, marital status, veteran status, or any other characteristic protected by applicable federal, state, or local law.

Our organization is a Drug and Tobacco-Free Workplace.