MOUNT HEALTHY CITY SCHOOLS
JOB DESCRIPTION

TITLE	Registered Behavior Technician/RBT	**PAY GRADE**	ASA Monitor
JOB CODE	499	**SALARY RANGE**	$29,307 - $41,341 (+$6,000 yearly stipend)
JOB CATEGORY	Behavior Services	**FLSA**	Non-exempt
REPORTS TO	Reports to Board Certified Behavior Analysts (BCBA)	**POSITION TYPE**	Full-Time (191 Days), Non-Bargaining Unit

This description is intended to indicate the kinds of tasks and levels of work difficulty required of this title. This description is not intended to limit or in any way modify the rights of management to assign, direct, and control the work of employees under supervision. The listing duties and responsibilities shall not be held to exclude other duties assigned that are of similar kind or level of difficulty.

POSITION SUMMARY:
This individual collaborates with each students' educational team in the development and implementation of intervention strategies for the classroom and school environment. The RBT provides classroom and building wide behavior support, and delegates what additional assistance may be necessary when support calls are made (i.e. school counselor, therapist, social worker, Admin, ISS, etc.). This individual will support the Principals and Assistant Principals with building wide consequences as needed and work closely with the Board Certified Behavior Analysts to ensure behavior intervention plans are being followed with fidelity/updated as needed. This position's focus is to help foster positive behavioral outcomes, and maintain a safe and inclusive learning environment.

ESSENTIAL DUTIES:

- Monitors all areas where students frequent or where health, safety or the efficient operation of the District is a concern (i.e hallways, lunchroom, school grounds, etc.).
- Provides building wide behavior support by answering support calls made by teaching staff, implementing approved de-escalation and crisis/emergency procedures according to school policies or Behavior Intervention Plans.
- Serves as a role model for appropriate de-escalation techniques and behavior strategies for other RBTs and Paraprofessionals.
- Collaborates and communicates student behaviors/interventions with Building Administrators at team meetings.
- Reports serious behavior incidents to BCBA and building Admin that require additional attention.
- Collaborates with teachers and other paraprofessionals under the guidance of the Behavior Analyst to provide services and support according to the students' behavior intervention plan, Individual Education Plan, or Section 504 Accommodation Plan. Utilizes building behavior expectations for any student who does not currently have a plan in place.
- Assists school team in progress monitoring/data collection.
- Communicates behavior data to the BCBA Supervisor in the event an FBA or BIP is necessary.
- Assists in the creation of materials for students.

- Supports BCBA in creating professional development training District wide.
- Supports a safe learning environment that promotes inclusion, client dignity and assent (consent).
- The RBT will assist in other duties as assigned by Supervising BCBA.
- Assist building support staff and education team in identifying students that may need a higher tier of support.
- Tracks daily supports provided through student behavior logs - reported to Behavior Analyst.
- Actively participates in building wide and student behavior meetings as requested by administrators and Behavior Analyst.

LEVEL OF SUPERVISION:

RBT does not hold any responsibility of supervising others. This role provides light guidance on modeling techniques and procedures to other team members. The BCBA will provide a minimum of 5% of supervision to the RBT as it states in the RBT and BCBA handbook/code of ethics. This role reports directly to the BCBA.

MINIMUM QUALIFICATIONS:

- Certification as a Registered Behavior Technician whose credentials are in good standing with the BACB.
- Licensure with the Ohio Department of Education. Specific licensure TBD regarding education level.
- High school diploma minimum, Bachelor's degree preferred.
- Minimum of 1-year experience as RBT or equivalent, preferably within a school setting.
- Working knowledge of Basic first and cardiopulmonary resuscitation (CPR).
- Good relationship building, communication, and presentation skills with school age children and parents.
- Good interpersonal relationship skills including sensitivity & competence.
- Ability to efficiently multi-task on a daily basis.
- Proficiency with use of PC hardware & basic software (i.e. google classroom, google drive, excel), email, and office equipment (i.e. copier, fax, scanner, shredder, telephone, etc.).
- Ability to preserve confidentiality of student records.

CLEARANCES:

Criminal Justice Fingerprint/Background Clearance (FBI/BCI)

WORKING CONDITIONS:

- Performance of duties requires constant standing, walking, handling, grasping, feeling, hearing, and eye/hand/foot coordination. Frequent sitting, carrying, stooping, crouching, reaching, talking, and repetitive motions. Occasional lifting (at least 50 lbs), pushing, pulling, balancing, and kneeling.
- Performance of primary duties takes place in a school environment with frequent exposure to noise. Occasional exposure to other adverse atmospheric conditions and hazards. Constant light physical effort, with occasional medium to heavy physical effort.

The qualifications listed above are intended to represent the education, experience, skill and ability levels typically needed to successfully perform the essential duties contained in this job description. Mount Healthy City Schools (MTHCS) is an equal opportunity employer and does not discriminate against individuals regardless of race, sex, sexual orientation, religion, national origin, age, gender identity or expression, ancestry, familial status, military status or disability in its programs, activities, and employment policies. MTHCS fully supports the hiring and employment of individuals with physical or mental disabilities who meet the job qualifications, so long as the individuals are able to perform the essential duties of the position with or without reasonable accommodation.