



Notice of Job Vacancy #25-030

Posting Date: August 21, 2024

Position: EPIC Board Certified Behavior Analyst (BCBA) serving Jefferson County Schools

Employment Term: Full-time 210 days; 7.5 hours per day

Number of Positions: One (1)

Salary: Based upon the EPIC Professional Pay Scale for BCBA's with years of experience – starting salary \$70,875 for zero years of experience

Position Overview: The Board Certified Behavior Analyst (BCBA) supports district-wide special education staff as well as general education teachers and administrators in the provision of behavioral supports and services designed to assist students with autism spectrum disorders and/or behavior challenges in the Least Restrictive Environment (LRE).

The selected candidate(s) will serve Jefferson County Schools.

Qualifications:

1. Masters degree in applied behavioral sciences, psychology, education, or other related fields preferred.
2. Minimum 2 years of experience working with students with Autism and related disorders in school settings, preferred.
3. Experience working as a behavior specialist in public education classrooms for students with mild to severe Autism and other developmental delays.
4. Experience and training in performance of functional behavior assessments and functional analysis assessments, development of behavioral plans, and training and use of emergency behavioral interventions.
5. Experience and training in appropriate curriculum, instruction, classroom management and intervention techniques (i.e.; communication training, parent training, TEACCH, positive behavior intervention, and applied behavior analysis [Discrete Trial Training], social skills training, etc.)
6. Experience in developing and supervising Discrete Trial Training (DTT) programs.

Required Certifications:

1. Criminal background check required for hire
2. Board Certified Behavior Analyst
3. CPR, Ukeru, and/or CPI certification or completion of certifications within the first 30 days of employment start date; as determined by Jefferson County Schools

Please note: Applicants who have been dismissed or who have had their contracts non-renewed for cause by any school system, who have recent unsatisfactory evaluations by any school system, who demonstrate unsatisfactory interview performance, and/or who receive unfavorable reference recommendations by any school system will not be eligible for consideration for employment with EPIC.

Responsibilities & Expectations: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Frequency of duties, percent of time and work year may vary based on department or building assignment.

1. Design, develop and implement, with appropriate district approvals, management and/or behavioral interventions.
2. Participate in behavior teams providing support and management for the implementation of behavior plans.
3. Maintain appropriate records, assist and provide guidance for teachers and other staff in the implementation of behavioral interventions.
4. Provide coaching and professional development to staff on behavior interventions and supports.
5. Participate in IEP Team meetings on an as-needed basis.
6. Confer with regular classroom teachers, along with special education teachers/pupil services staff regarding students with behavioral challenges.
7. Participate in the referral and/or re-evaluation process for selected students when a diagnosis of ASD is being considered for school-determined eligibility.
8. Work cooperatively with special education administrators, school psychologists, social workers and special education teachers in developing FBA/BIP procedures and paperwork.
9. Assist with maintaining student data and prepare pertinent reports requested by the Director and/or Supervisor of Special Education.
10. Assist with developing and providing staff training and preparation for working effectively with students with a diagnosis of autism or autism spectrum disorder as well as those students with other behavioral disorders.
11. Carry out other responsibilities as designated by the Director and/or Supervisor of Special Education.

Reports To: EPIC Administrator or Designee

Conditions of Employment: Recommended by the EPIC Administrator; Confirmed by the EPIC Regional Council

Anticipated Start Date: Immediately following the onboarding process.

Application Process for Current EPIC Employees and New Candidates:

You may submit your application one of the following ways:

Online application can be made via Teach-In West Virginia Application System by clicking on the link below:

[Use this link to go to the online application system.](#)

Hard copy EPIC application can be found at www.epicresa8.org

Mail to 109 South College Street, Martinsburg, WV 25401 Attention: Human Resources
Email to Shannon Johnson at sdjohnson@wvsc.org
Fax to 304-267-3599 Attention: Human Resources

This posting will remain open until the position is filled or no longer needed.

The Eastern Panhandle Instructional Cooperative is an Equal Opportunity Employer.

