



Job Title: Registered Behavior Technician (RBT)

Position Description

To perform this job successfully, an individual must be able to perform the essential job functions consistently and to the satisfaction of the employer. Reasonable accommodations may be made for qualified disabled individuals. This job description is not an exhaustive list, as employees may be required to perform duties not specifically designated within this document, at the employer's discretion. The Escambia County School District reserves the right to modify or interpret this job description as needed.

- FLSA Status:** Nonexempt
- Reports to:** Appropriate Supervisor or Designee
- Supervises:** Appropriate Staff as required
- Pay Grade:** Educational Support – 18



JOB SUMMARY

The purpose of this position is to assist with implementation of students' behavior intervention plans and to provide general assistance to students with disabilities who are experiencing challenging behavior in the school setting.

ESSENTIAL JOB FUNCTIONS

- Provides and assists with behavior intervention for students with disabilities
- Assists teachers in the implementation of a social skills curriculum appropriate to students served.
- Collaborates with school district personnel to promote an educational climate that facilitates student success and academic achievement.
- Provides direct support to students in need of behavioral services.
- Collaborates with teachers and/or Board-Certified Behavior Analysts (BCBAs) in conducting Functional Behavior Assessments (FBAs).
- Assists in developing Positive Behavior Intervention Plans (PBIPs) for students who exhibit extreme behaviors which may pose a danger to the student or others.
- Assists educational instructors in implementing strategies to work with students demonstrating emotional and/or behavioral difficulties in the classroom.
- Implements behavior intervention procedures for students needing behavior training.
- Collects and calculates data.
- Builds relationships with children to better assist.
- Attends meetings.
- Performs other duties as assigned.

MINIMUM REQUIREMENTS

- High school diploma, GED, or other equivalent.
- Successful completion of a District-approved Registered Behavior Technician (RBT) training course, RBT certification, and maintenance of annual recertification
- District adopted crisis response training and certification required.
- An equivalent combination of education, training, and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job.

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- Must possess and maintain a valid Driver License.

KNOWLEDGE, SKILLS AND ABILITIES

- Understands and maintains confidentiality as required by FERPA and IDEA
- Requires the ability to maintain productive interpersonal relationships with co-workers and parents.
- Requires the ability to display knowledge of principles and practices of general child behavior intervention techniques.
- Requires the ability to display knowledge of federal and state laws, school district regulations, procedures, and practices related to general and special education.
- Requires the ability to display knowledge of standard office practices and procedures, including filing and the operation of standard office equipment.
- Requires the ability to provide sensitive customer service to students served in a variety of Exceptional Student Education (ESE) programs who may display significant/profound communication and social emotional disabilities (i.e., non-verbal, prone to elopement, display verbal/physical aggression, etc.).
- Requires the ability to maintain accurate student records.
- Requires the ability to understand and follow oral and written directions.

PHYSICAL DEMANDS

While performing the essential functions of this job the employee is regularly required to stand, use hands to finger, handle, or feel, reach with hands and arms and is frequently required to bend at the waist, stoop or crouch, and lift and/or move up to 100 pounds. The work also requires the following physical abilities in order to perform the essential job functions: balancing, crawling, grasping, hearing, mental acuity, pulling, pushing, repetitive motion, speaking, talking, and visual acuity.

WORKING CONDITIONS

Employees in this position work in a dynamic environment that requires sensitivity to change and responsive to changing goals, priorities, and needs.

Date of Board Approval: April 18, 2023, effective July 1, 2023

Date of Revision: March 18, 2025, effective July 1, 2024