



April 3, 2025

Internal/External Posting

**Board Certified Behavior Analyst (BCBA)
Oxford Community Schools
2025-26 School Year**

Primary Function: To enhance the support provided to students with emotional and behavioral challenges, particularly those served within the district's categorical programs. The BCBA will play a critical role in designing and implementing behavior intervention plans (BIPs), conducting functional behavior assessments (FBAs), and supporting staff in managing challenging behaviors to improve student outcomes. Additionally, the BCBA will provide consultation services to other school teams on an appointment basis to ensure effective behavior support strategies are implemented district wide.

Qualifications:

- Board Certified Behavior Analyst (BCBA) certification required.
- Master's degree in mental health field, Special Education, or other related field.
- Minimum of two years of experience working with students with behavioral challenges in a school or clinical setting.
- Strong knowledge of IDEA, FAPE, and Positive Behavior Interventions and Supports (PBIS).
- Experience in conducting FBAs, writing BIPs, and implementing behavior interventions.
- Excellent collaboration and communication skills with teachers, administrators, and families.
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

Essential Duties & Responsibilities:

- Direct Service in the district's elementary categorical programs
 - Conduct Functional Behavior Assessments (FBAs) to identify the underlying causes of challenging behaviors.
 - Develop and oversee the implementation of Behavior Intervention Plans (BIPs).
 - Work directly with students in these programs to teach appropriate replacement behaviors.
 - Train and coach staff on evidence-based behavioral strategies.
 - Assist in crisis response and de-escalation strategies for students exhibiting severe behaviors.
 - Collect and analyze data to monitor student progress and adjust interventions as needed.
- Consultation & Training Responsibilities (District-Wide)
 - Provide consultation services to school teams on behavioral support needs.
 - Train teachers, paraprofessionals, and support staff on behavior management strategies.
 - Support crisis intervention and de-escalation strategies.
 - Assist IEP teams in developing measurable behavior goals.
 - Collaborate with mental health professionals, social workers, and school psychologists.

The District does not discriminate on the basis of race, color, national origin, ethnicity, religion, sex (including gender identity or expression, sexual orientation, pregnancy, childbirth, or a related condition), age, height, weight, familial status, marital status, military service, veteran status, genetic information, disability, or any other legally protected basis in admission, access to District programs and activities, or employment. Unlawful discrimination, including unlawful harassment and retaliation, in District programs, services, and activities is prohibited. Inquiries related to employment discrimination should be directed to Ryan Reid, Assistant Superintendent of Human Resources at 248.969.5004.

- Maintain regular and predictable in-person attendance.
- Support the vision and mission of Oxford Community Schools.
- Perform other duties as assigned.

Reports to: Director of Special Education

Location: Primarily assigned to elementary categorical programs for direct services; available for district-wide consultation by appointment.

Salary: Per Oxford Education Association Salary Schedule

Benefits: Oxford Community Schools provides company paid coverage for dental, vision, life insurance, long-term disability, employee assistance program, and 6-week paid parental leave. In addition, Oxford Community Schools offers comprehensive medical coverage or a cash in lieu benefit, health savings account, flexible spending plans, and the Office of Retirement Services retirement plans.

To Begin: ASAP

**All applicants should apply online via the Oakland Human Resources Consortium:
Create an Application/Log-in [here](#)**

Internal Application Deadline: Wednesday, April 9 @ 4:00 PM

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