

March 6, 2026

East Aurora School District 131 has the following opening(s) for the 2026-2027 school year and will accept applications from candidates who may be interested in the position(s) listed below. Medical, dental, vision, and term life insurance policies are available.

VACANCY NOTICE

POSITION TITLE: Board Certified Behavior Analyst (10 Positions)

BUILDING(S): Administrative Center

TERMS OF EMPLOYMENT: Days and salary as per the Collective Bargaining Agreement

IMMEDIATE SUPERVISOR: Building Principal or Designee

EVALUATION PROCEDURES: Per the Collective Bargaining Agreement. See page 4 of the posting for salary schedule

START DATE: August 2026

JOB ID: 4956

QUALIFICATIONS:

1. Applicants must hold a master's degree from an accredited college or university along with current Board Certified Behavior Analyst (BCBA) certification.
2. Illinois Professional Educator License required with LBSI, LBSII, school social worker, school psychologist, school counselor, or speech/language pathologist required. Bilingual (English/Spanish) and general administrative endorsements preferred.
3. Willingness to become certified in Therapeutic Crisis Intervention implementation, maintain certification, and implement physical restraints safely and according to CPI and District requirements as well as State and Federal Laws.
4. Knowledge of Special Education programming, laws, and procedures.
5. Minimum of 2 years' school-based experience preferred.
6. Expert knowledge of function-based intervention planning for development of behavior change strategies that focus on reducing problem behavior and increasing appropriate behavior.
7. Expert knowledge of techniques needed to successfully complete effective Functional Behavior Assessments (FBA), function-based interventions, and Behavior Intervention Plans (BIP).
8. Expert knowledge in the use of assessment and assessment data to inform instruction and prescribe work plans for individual students.
9. Displays quality work through accuracy and attention to detail.

10. Committed to continuous improvement and data-based decision-making.
11. Works effectively and productively as a member of a team.
12. Effective written, verbal, and technology-based communication skills.
13. Ability to work with a linguistically and culturally diverse public.

JOB DESCRIPTION / RESPONSIBILITIES:

1. Collect, graph, and analyze student data from functional behavior assessment (FBA) and write reports summarizing results.
2. Take a leadership role in consulting, collaboration and supporting school teams in conducting FBA's and developing and implementing student Behavior Intervention Plans (BIPs) with fidelity.
3. Complete other assessments, in collaboration with the Individualized Education team and/or MTSS team.
4. Assist teams in adjusting BIPs as needed.
5. Attend IEP meetings, as needed, per guidance of district special education administrators, to provide feedback related to assessment results and IEP reductions and replacement goal progress Program Assessment & Evaluation.
6. Collaborate with interdisciplinary and leadership teams across the district to ensure consistent quality behavior systems and supports.
7. Facilitate training with program teams and support personnel.
8. Consult with general education and special education teachers and special services providers related to individual student needs, including behavior intervention plans, and writing IEP goals.
9. Work collaboratively with colleagues, families, and community service providers.
10. Travel to school sites as required for classroom /student observations, functional behavioral assessments, behavioral intervention plans or programmatic recommendations for individual students.
11. Maintain professional competence through in-service education activities provided by the district and/or in self-selected professional growth activities.
12. Collaborate with special education administrators to analyze trends and patterns in district-wide data and develop/implement a multi-year plan to improve district outcomes.
13. Develop and provide training related to principles of Applied Behavior Analysis to teams.
14. Train teams on the implementation of interventions identified by behavior intervention plans.
15. Train staff in using strategies to improve fidelity and reliability of data collection.
16. Give ongoing modeling, feedback, and coaching to program staff related to both student behavior reduction and skill acquisition.
17. Provide other district and building-specific training related to behavior, as needed.
18. Support and provide ongoing training to staff related to crisis management (including but not limited to coaching and modeling de-escalation strategies related to crisis behavior).

19. Support teams in creating classroom environmental structures and teaching strategies that incorporate behavior principals (antecedent strategies, instructional control, behavior momentum, pacing).
20. Monitor progress and evaluate behavior plan effectiveness regularly by evaluating collected student data.
21. Maintain accurate, complete, and correct records as required by law, district policy and administrative regulations.
22. Submit monthly reports, including staffing logs, case management loads and team structure to the appropriate person(s), as required.
23. Exhibit legal and ethical behavior in their professional practices; follow and implement all district rules, regulations, practices, and policies.
24. Participate in / attend building and district meetings, as required.
25. Takes all necessary and reasonable precautions to protect students, equipment, materials, and facilities. Provides appropriate safety instruction.
26. Perform any other duties related to the department as may be requested by the Student Services Administrative Team.

APPLICATION PROCEDURE:

Applications should be completed online at <https://www.d131.org>. Position(s) will remain open until filled. East Aurora School District 131 is an Equal Opportunity Employer.

BENEFITS:

TRS/IMRF Pension

403b

Medical

Dental

Vision

Flexible Spending Program

Basic Life and AD&D

Disability Coverage

Employee Assistance

Pet Insurance

Identity Theft Protection

Appendix A-5

2025-2026 Licensed Salary Schedule							
Step	BS	BS16	BS32	MS	MS16	MS32	MS48/PHD
1	48,920	49,749		54,931	57,004	59,077	60,321
2	49,898	51,242		56,579	58,714	60,849	62,281
3	50,522	52,523		58,164	60,358	62,675	64,305
4	51,154	53,836		59,792	62,048	64,555	66,395
5	51,793	55,182		61,466	63,786	66,492	68,553
6	52,440	56,423		63,187	65,572	68,487	70,781
7	53,096	57,693		64,957	67,408	70,541	73,082
8	53,760	58,991		66,775	69,295	72,657	75,457
9	54,432	60,318		68,645	71,235	74,837	77,909
10	55,112	61,675		70,567	73,230	77,082	80,441
11	55,801	63,063		72,508	75,244	79,395	82,854
12	56,499	64,482		74,502	77,313	81,777	85,340
13	57,205	65,933		76,550	79,439	84,230	87,900
14	57,920	67,416		78,656	81,624	86,757	90,537
15	58,644	68,933		80,819	83,664	89,143	93,027
16	59,377	70,312		83,041	85,756	91,594	95,585
17	60,119	71,718		85,117	87,900	94,113	98,214
18	60,871	73,152		87,245	90,097	96,466	100,915
19	61,631	74,615	-	89,426	92,350	98,877	103,438
20	62,402	76,108	-	91,662	94,659	101,349	106,023
21	63,182	77,630	-	93,953	97,025	103,883	108,674
22	63,972	79,182	-	96,302	99,451	106,480	111,391
23	64,771	80,766	84,442	98,710	101,937	109,142	114,176
24**	68,071	84,266	88,142	102,610	106,037	113,442	117,030
25	68,071	84,266	88,142	102,610	106,037	113,442	122,030
26	68,071	84,266	88,142	102,610	106,037	113,442	122,030
27	68,071	84,266	88,142	102,610	106,037	113,442	122,030
28	68,071	84,266	88,142	102,610	106,037	113,442	122,030
29**	69,071	85,266	89,142	103,610	107,037	114,442	123,030
30	69,071	85,266	89,142	103,610	107,037	114,442	123,030
31	69,071	85,266	89,142	103,610	107,037	114,442	123,030
32	69,071	85,266	89,142	103,610	107,037	114,442	123,030
33				103,610	107,037	114,442	123,030
34				103,610	107,037	114,442	123,030
35				103,610	107,037	114,442	123,030
Long A**	3,300	3,500	3,700	3,900	4,100	4,300	5,000
Long B**	4,300	4,500	4,700	4,900	5,100	5,300	6,000

**Longevity is already included in salary schedule amounts for each year