

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. See page 4 of the posting for salary schedule

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 17, 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-1: 2026 - 2027 Licensed Salary Schedule

STEP	BA+0	BA+16	BA+32	MA+0	MA+16	MA+32/ SW/COUNS	MA+48/DR/ PSYCH/SLP
1	\$ 53,000	\$ 53,898		\$ 59,512	\$ 61,758	\$ 64,004	\$ 65,352
2	\$ 54,060	\$ 55,516		\$ 61,298	\$ 63,611	\$ 65,924	\$ 67,475
3	\$ 54,736	\$ 56,903		\$ 63,015	\$ 65,392	\$ 67,902	\$ 69,668
4	\$ 55,420	\$ 58,326		\$ 64,779	\$ 67,223	\$ 69,939	\$ 71,932
5	\$ 56,113	\$ 59,784		\$ 66,592	\$ 69,106	\$ 72,038	\$ 74,270
6	\$ 56,814	\$ 61,129		\$ 68,457	\$ 71,041	\$ 74,199	\$ 76,684
7	\$ 57,524	\$ 62,505		\$ 70,375	\$ 73,030	\$ 76,424	\$ 79,177
8	\$ 58,244	\$ 63,911		\$ 72,344	\$ 75,074	\$ 78,717	\$ 81,750
9	\$ 58,972	\$ 65,349		\$ 74,370	\$ 77,176	\$ 81,079	\$ 84,407
10	\$ 59,708	\$ 66,819		\$ 76,452	\$ 79,337	\$ 83,511	\$ 87,150
11	\$ 60,455	\$ 68,323		\$ 78,555	\$ 81,519	\$ 86,017	\$ 89,764
12	\$ 61,211	\$ 69,860		\$ 80,716	\$ 83,761	\$ 88,597	\$ 92,457
13	\$ 61,976	\$ 71,432		\$ 82,934	\$ 86,064	\$ 91,255	\$ 95,231
14	\$ 62,751	\$ 73,039		\$ 85,216	\$ 88,432	\$ 93,993	\$ 98,088
15	\$ 63,535	\$ 74,682		\$ 87,559	\$ 90,642	\$ 96,578	\$ 100,786
16	\$ 64,329	\$ 76,176		\$ 89,967	\$ 92,908	\$ 99,233	\$ 103,557
17	\$ 65,133	\$ 77,699		\$ 92,216	\$ 95,231	\$ 101,962	\$ 106,405
18	\$ 65,948	\$ 79,253		\$ 94,521	\$ 97,611	\$ 104,511	\$ 109,331
19	\$ 66,771	\$ 80,838		\$ 96,884	\$ 100,052	\$ 107,123	\$ 112,065
20	\$ 67,606	\$ 82,456		\$ 99,307	\$ 102,554	\$ 109,802	\$ 114,865
21	\$ 68,451	\$ 84,104		\$ 101,789	\$ 105,117	\$ 112,547	\$ 117,738
22	\$ 69,307	\$ 85,786		\$ 104,334	\$ 107,745	\$ 115,361	\$ 120,681
23	\$ 70,173	\$ 87,502	\$ 91,485	\$ 106,943	\$ 110,439	\$ 118,245	\$ 123,698
24**	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 126,790
25	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
26	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
27	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
28	\$ 73,473	\$ 91,002	\$ 95,493	\$ 110,843	\$ 114,539	\$ 122,545	\$ 131,790
29**	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
30	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
31	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
32	\$ 74,473	\$ 92,002	\$ 96,577	\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
33				\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
34				\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790
35				\$ 111,843	\$ 115,539	\$ 123,545	\$ 132,790