



# NOTICE OF VACANCY

Human Resources  
602 Orchard Street, Arroyo Grande, CA 93420  
(805) 474-3000, ext. 1194

April 2, 2025

## CERTIFICATED NOTICE OF VACANCY BEHAVIOR SPECIALIST 2025-2026 SCHOOL YEAR

We are now accepting applications for the following certificated position(s) beginning in the 2025-2026 school year.

**POSITION(S):** Behavior Specialist - Student Services

**REQUIREMENTS:**

- California PPS: School Psychology credential or a Special Education credential with an authorization to teach Mild/Moderate or Moderate/Severe setting.
- Added Autism Authorization for the Autism Authorization embedded in the Special Education credential.
- See attached job description for additional information and requirements.

**WORK DAYS:** 184 days, 1.0 FTE

**SALARY:** Annual entry level salary placement from \$59,357 to \$98,797 for a full time position;  
Salary based prorated based on start date, FTE, and on prior experience and semester units above Bachelor's degree.  
[2023-2024 Certificated Salary Schedule](#)

**HEALTH BENEFITS:** [2024-2025 Certificated Health Benefits Plans and Rates](#) (2025-2026 Plans and Rates available May 2025)

**PROCEDURE FOR APPLICATIONS:**

- All interested outside applicants may complete an online application via Frontline and include a letter of interest, resume, three (3) current, signed letters of recommendation, and verification of valid credentials/certifications.  
<https://www.applitrack.com/LMUSD/onlineapp/>
- All interested current temporary and probationary-zero LMUSD contracted employees may apply as an internal candidate.  
<https://www.applitrack.com/LMUSD/onlineapp/>
- All permanent certificated contracted employees may submit a [Transfer Request Form 2025-2026](#)

**APPLICATION DEADLINE: **Open Until Filled****

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AN EQUAL OPPORTUNITY EMPLOYER

**LUCIA MAR UNIFIED SCHOOL DISTRICT  
HUMAN RESOURCES**

602 F Orchard Street, Arroyo Grande, CA 93420 805-474-3000

**CERTIFICATED  
JOB DESCRIPTION**

DATE: March 21, 2023  
TITLE: Behavior Specialist  
SALARY RANGE: Certificated Salary Schedule  
WORK SCHEDULE: 204 days  
EXEMPTION STATUS: Exempt - Teaching Professional Employee Exemption – FLSA

**DESCRIPTION:**

Under the supervision of the Director, Special Education or designee. Organize and direct activities involved in the development and implementation of behavior intervention programs for individual students and classroom programs according to evidence-based methodologies and procedures for students age 3-22. Coordinate communication and information to meet student needs and train and coach Special Education Paraprofessionals as assigned. Provide training and collaboration for certificated staff and conduct Functional Behavior Assessments as required. The position provides social-emotional and behavioral support for students whose behaviors interfere moderately or significantly in accessing instruction.

**MINIMUM QUALIFICATIONS:**

- Credential: California Pupil Personnel Services (School Psychology) credential or a Special Education credential with an authorization to teach a Mild/Moderate or Moderate/Severe setting.  
Added Autism Authorization or the Autism Authorization embedded in the Special Education credential.
- Education: A Bachelor's Degree
- Experience: Minimum of three years of successful experience working with children with disabilities.  
Knowledge of organization and direction of activities involved in the development and implementation of positive behavior methodologies.  
Knowledge of local, state, and federal standards and requirements governing behavior management for children with autism and other behavior disabilities.  
Knowledge of Applied Behavior Analysis, Discrete Trial Training and other applicable research-based methodologies.
- Personal Qualities: Resourceful, innovative, helpful, diligent, persistent, and a willingness to work with colleagues and students.
- Additional: Possess First Aid and CPR Certifications within one year of employment.

**PREFERRED**

- Experience: Minimum of three years of successful special education teaching experience or as a school psychologist.

**DUTIES AND RESPONSIBILITIES:**

**A. INSTRUCTIONAL**

1. Develop and implement professional development sessions related to behavior intervention, methodologies-along with proactive strategies and reactive procedures; provide modeling of strategies and techniques to staff; train and coach Special Education Paraprofessionals as assigned.
2. Attend Individualized Education Program (IEP) meetings and assist in the development and implementation of IEP goals and behavior intervention plans as appropriate; attend and conduct meetings as assigned; participate in professional development as directed.
3. Stay current on methodologies, research, and curriculum related to social/emotional and behavioral instruction.
4. Maintain skills-and stay current on technology tools related to student instruction.

**B. STUDENT MANAGEMENT**

1. Maximize opportunities for student success by creating positive mentoring and working relationships with students and colleagues.
2. Develop, implement, and revise behavior programs for identified students in accordance with best practice methodologies and procedures; provide ongoing monitoring of behavior programs, including individual and group instruction.

3. Collaborate with and coordinate communications between staff, administrators, and families and outside agencies to assure efficient behavior program implementation; attend team meetings for behavior program oversight; record and distribute meeting notes.
4. Able to articulate to students, staff and parents what instruction will be necessary to build skills and access their education.
5. Meet deadlines; maintain appropriate records and prepare progress reports as required; follow district promotion policy.

**C. PROFESSIONAL**

1. Maintain positive staff relations; work closely with the site principal to collaboratively lead the site through a shared decision-making process.
2. Networking and collegiality, mutual support, and deep individual and collective reflection expected amongst staff.
3. Promote a positive image of public education; willingly engage with community and business partners to be incorporated as a resource in curriculum development and student projects.
4. Develop data collection systems, monitor data collection, provide programmatic recommendations based upon results.
5. Collaborate with and coordinate communications among staff, administrators, families and outside agencies to assure efficient behavior program implementation; attend team meetings for behavior program oversight.
6. Meet deadlines; maintain appropriate records and prepare progress reports as required; follow district promotion policy.
7. Attend and participate in required in-service activities.
8. Maintain consistent attendance.
9. Perform other related duties as assigned.

**ESSENTIAL JOB FUNCTIONS:**

**A. PHYSICAL - Employee in this position must have the ability to:**

1. stand and sit for extended periods of time.
2. see and read printed matter with or without vision aids.
3. hear and understand speech at normal levels.
4. speak English so that others may understand at normal levels.
5. stand, walk, stoop, twist, bend over, grasp, reach overhead, push, pull, and move, lift and/or carry 25 pounds to waist height; up to 40 pounds occasionally.

**B. MENTAL - Employee in this position must have the ability to:**

1. Concentrate on a single task for up to two (2) hours at a time.
2. Learn quickly and adapt to a variety of technology, machinery, instructions, and task methods.
3. Meet deadlines in terms of work assignment schedules.

**C. SOCIAL - Employee in this position must have the ability to:**

1. Interact daily in person with other members of the school staff and possess comfortable interpersonal skills and cooperative attitudes.
2. Because of the urgent nature of duties and because the work product of the position is interdependent with that of other staff, consistent attendance is required.
3. Convey an understanding, patient attitude toward other students, parents, staff and members of the community.
4. Maintain the privacy of confidential information including student grades, progress, etc.

*NOTE: This list of essential functions and of physical requirements is not exhaustive and may be supplemented as necessary in accordance with the requirements of the job.*

**Mandatory Child Abuse Reporter:** This position is designated as a Mandated Reporter. The Behavior Specialist shall report in accordance with California state regulations who observe, have actual knowledge, or reasonably suspect child or elder/dependent abuse or neglect to appropriate agencies.

**CANDIDATE SELECTION:** The Candidate selected for this position will be required to present prior to the first date of employment: 1) A social security card; 2) Proof of tuberculin risk assessment prior to the first day of hire; 3) Pass State and Federal fingerprint clearances; and 4) Complete all pre-employment training including but not limited to Child Abuse Reporting and Sexual Harassment/Abusive Conduct.

The Lucia Mar Unified School District prohibits discrimination, intimidation, harassment (including sexual harassment) or bullying based on a person's actual or perceived ancestry, color, disability, race or ethnicity, religion, gender, gender expression, gender identity, immigration status, national origin, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics. For questions or complaints, contact Equity Compliance Officer and Title IX Coordinator: Jennifer Handy, Assistant Superintendent of HR, 602 Orchard Ave. Arroyo Grande, 805-474-3000 ext. 1190, [jennifer.handy@lmsud.org](mailto:jennifer.handy@lmsud.org) or the 504 Coordinator: Linda Pierce, Director of Student Services, 227 Bridge St., Arroyo Grande, 805-474-3000 ext. 1189, [linda.pierce@lmsud.org](mailto:linda.pierce@lmsud.org)

ALL MATERIALS ARCHIVED FOR THIS POSITION ARE THE PROPERTY OF THE LUCIA MAR UNIFIED SCHOOL DISTRICT  
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