



## **Secaucus Public Schools**

685 5<sup>th</sup> Street  
Secaucus, NJ 07094  
(201) 974-2000  
[www.sboe.org](http://www.sboe.org)

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### **BCBA- Board Certified Behavior Analyst**

The Secaucus Board of Education invites qualified and interested individuals to apply for the position of **BCBA-Board Certified Behavior Analyst**.

#### **QUALIFICATIONS AND REQUIREMENTS**

- Board Certified Behavior Analyst (BCBA) or Board-Certified Associate Behavior Analyst (BCaBA) certification required.
- Candidate must hold at minimum a bachelor's degree in human services (or related major).
- Required experience must include at least one (1) year experience completing comprehensive functional assessments and behavior support plans, with two (2) years' experience serving individuals with lifelong disabilities

#### **BASIC FUNCTIONS AND RESPONSIBILITIES**

- Interview Staff and/or family members who know the individual served well before development of the plan to get background and preliminary information.
- Analyze available data to help determine where, when, and why problem behaviors occur.
- Directly observe the individual served in all relevant settings. Analyze the data to determine the function of the problem behavior.
- Define all target behaviors in objective and measurable terms and design an appropriate data collection system to measure the target behaviors.
- Integrate appropriate setting event, antecedent, teaching, and consequences strategies to reduce problem behavior and increase alternative replacement behaviors.
- Ensure the behavior support plan addresses the function of the problem behavior.
- Train staff and/or family members directly (i.e., in person, with opportunities for questions, discussion, etc.) on the implementation of the behavior support plan
- Monitor the individual's behavior data and provide descriptive progress notes on a monthly basis.
- Conduct treatment fidelity assessments to ensure proper implementation of the behavior support plan.
- If the intervention has not produced substantial progress toward the intended goal within 90 days, analyze the potential barriers to implementation and/or change the behavior support plan if necessary.
- Review behavior data, meet and discuss with the appropriate staff member any discrepancies noted on the behavior data (e.g., lack of documentation, inappropriate restrictions, or lack of appropriate consequences; situations in which the current behavior program or treatment approach were not followed appropriately also, check each report to ensure that time, date, signatures, are correct).

**REPORTS TO: DIRECTOR OF SPECIAL SERVICES**

### **SALARY AND EMPLOYMENT**

**Salary Range:** Current starting salary range is \$62,600 -\$70,110 as per the 2023-2026 SEA Contract

**Employment Period:** 2025-2026 School Year

### **HOW TO APPLY**

**The Secaucus Board of Education only accepts electronic applications.**

Please apply online at [www.sboe.org](http://www.sboe.org).

**OPENING DATE:** June 23, 2025

**CLOSING DATE:** July 7, 2023

**THE SECAUCUS BOARD OF EDUCATION IS AN  
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**

*Board approved*