



**Human Resources Office**

102 S. Hickory Avenue  
Bel Air, Maryland 21014  
410-588-5226 - www.hcps.org

AN EQUAL OPPORTUNITY EMPLOYER

**VACANCY ANNOUNCEMENT**

**Revised September 6, 2024**

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

**BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)**  
**Special Education Department**  
**(Positions available effective for the 2024-2025 School Year)**

To assist school staff with the development and implementation of behavior management systems to support the social/emotional needs of students.

- *The Board Certified Behavior Analyst (BCBA) position is required to work one additional hour per day beyond the teacher schedule.*
- *This position is eligible for the Teacher Specialist stipend.*

**DUTIES AND RESPONSIBILITIES INCLUDE**







- Supports identified schools with the development and implementation of programs, policies, and best practices related to instruction using the principles of Applied Behavior Analysis (ABA).
- Serves as a resource to a school's Crisis Management Team.
- Develops materials and provide resources for families, administrators, educators, and support staff in Applied Behavior Analysis (ABA), Verbal Behavior Technologies, and other evidence-based methodologies related to addressing the needs of students with behavior difficulties.
- Plans and provides professional development opportunities related to evidence-based strategies that address maladaptive behaviors.
- Conducts and/or supports the completion of Functional Behavioral Assessments (FBA) for individual students and supports the development/implementation of Behavior Intervention Plans (BIPs).
- Provides coaching and modeling of best-practices in the classroom for staff who work with children demonstrating maladaptive behaviors.
- Supports families through home visits for the purpose of providing direct treatment, consultation, and collaboration for students and families.
- Assists with the development/implementation of data-tracking/monitoring systems.
- Assigns, directs and does follow-up on the work performed by the Behavior Technician.

**SALARY**

- This is a ten-month position. Salary range based on the FY 2024-2025 HCEA Salary Schedule for Certificated Teacher Personnel. Starting Salary: \$56,658– Maximum Earnings Potential \$109,517.
- Certificated Teacher personnel are eligible to receive a \$2,328 first year stipend.
- Full salary schedules can be found at <https://www.hcps.org/departments/humanresources/vacancies.aspx>.
- HCPS offers an expansive benefits package including medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
- For a complete list of benefits, please visit the Employment Benefits section: <https://www.hcps.org/departments/HumanResources/Default.aspx>
- FLSA: Exempt

**REQUIREMENTS**

- Master's degree from an accredited college or university in special education preferred.
- Crisis Prevention Intervention (CPI) Trainer or willing to complete professional development to become a CPI trainer.
- National Certification from Behavior Analyst Board.
- BCBA licensure in Maryland
- Minimum of five years of current experience working in the Special Education or Related Services field.
- Thorough knowledge and understanding of the Individuals with Disabilities Education Act (IDEA).
- Extensive knowledge, understanding, and use of the Maryland Online IEP Program (MDOIEP)
- Extensive knowledge of all areas of disabilities.

-  Excellent interpersonal and oral/written communication skills.
-  Excellent planning and organizational skills.
-  Demonstrated leadership skills.
-  Able to work cooperatively with all personnel and the general public.
-  Proficient in the use of computer technology including Microsoft Office Suite software programs.
-  Hold and maintain a valid driver's license to carry out the essential functions of the position.

**HOW TO APPLY**

Employment applications are accepted online only. To access the online application site, visit the Current Job Openings section of the HCPS website at [www.hcps.org](http://www.hcps.org). If you have questions or require assistance, please contact the Human Resources Office at 410-588-5226.

**DEADLINE**

Online applications will be accepted for this vacancy until the positions are successfully filled.

*The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.*

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or [TitleIX@hcps.org](mailto:TitleIX@hcps.org). Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or [Renee.McGlothlin@hcps.org](mailto:Renee.McGlothlin@hcps.org). Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

**AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE**