



Human Resources Office

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www.hcps.org

VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

August 19, 2025

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.

BEHAVIORAL TECHNICIAN Hall's Cross Roads Elementary School

To assist school staff with instructional programs, activities, and support the needs of students.

ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE

These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.

- Monitors student behavior and implements behavior strategies and intervention plans in a variety of settings.
- Responds to behavioral crises as part of school-wide crisis management procedures under the direction of the school administration, school psychologist, and/or social worker.
- Responds to and manages crisis situations utilizing prescribed de-escalation strategies and interventions under the direction of the school administration, school psychologist, and/or social worker.
- Implements and assists staff with approved de-escalation techniques when responding to students whose behavior may become injurious to themselves or others.
- Supports the implementation of the behavioral components of IEPs under the direction of the special educator, school psychologist, and/or social worker.
- Assists with the implementation and documentation of the behavior management system including any specifically designed contracts or protocols, in concert with the teacher under the direction of the school administration, school psychologist, and/or social worker to reduce the student's maladaptive behaviors and promote appropriate social behaviors.
- Monitors student behavior by accurately documenting day-to-day student progress through on-going data collection in accordance with the Behavior Intervention Plan.
- Builds positive relationships with students and colleagues.
- Participates in professional development programs as assigned.
- Performs other work-related duties as assigned.

SALARY

- This is a full-time ten-month position. Salary range based on the FY 2025-2026 HCEA-ESP Salary Schedule for Technician Personnel. Starting Salary: \$32,675– Maximum Earnings Potential \$53,964. Those who are entering or returning to employment with Harford County Public Schools will begin on Step 1.
- Full salary schedules can be found at the bottom of the Current Vacancies webpage <https://www.hcps.org/departments/humanresources/vacancies.aspx>
- HCPS offers an expansive benefits package including individual and family medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.

TRAINING AND EXPERIENCE REQUIRED

-  For a complete list of benefits, please visit the Employment Benefits section of the Human Resources webpage:
<https://www.hcps.org/departments/HumanResources/Default.aspx>
-  For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the HCEA-ESP Negotiated Agreement:
<https://www.hcps.org/boe/collectivebargaining.aspx>
-  FLSA: Non-Exempt
-  High School Diploma
-  Associate of Arts Degree or higher from an accredited college or university (coursework in psychology or sociology is preferred); **OR**
-  60 college credits with grade "C" or higher (coursework in psychology or sociology is preferred); **OR**
-  Absent an AA degree or less than 60 college credit hours in a related field, candidates may be considered for the position with the following:
 - Pass the ParaPro Assessment with a score of 455 or higher
 - Completion of 15 college credits
 - 1.5 years of work experience working directly with students exhibiting special needs and/or aggressive Behaviors
-  Completed or willing to complete and implement all components of Crisis Prevention Intervention (CPI).
-  Possesses strong communication and interpersonal skills.
-  Basic technology skills preferred.
-  Able to meet physical requirements of position which are considered essential job functions, with or without accommodation, by passing pre-employment exam. Such requirements directly support students and include, but are not limited to, squatting, kneeling, and ability to lift and transfer students weighing up to 40 pounds.

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online employment applications will be accepted until 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. 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. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](https://www.hcps.org/non-discrimination-policy) 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: \(hcps.org\)](https://www.hcps.org/non-discrimination-statement) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE