MEMORANDUM OF UNDERSTANDING
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION
Chapter 94

February 2, 2018

Behavior Technician Stipend

The purpose of this stipend is to provide additional compensation for mild/moderate or moderate/severe para educators who provide Applied Behavior Analysis (ABA) support to students with special needs.

Responsibilities

Under the direction of a certificated staff member, the para educator assigned to provide ABA assistance will assist with the following:

- Implementing individualized programs for students based on ABA principles that increase communication, self-help, social/play skills and academics.
- Utilize positive reinforcement and antecedent modification to increase appropriate behaviors over time.
- Manage inappropriate behaviors that occur across school settings through the implementation of Behavior Intervention Plans (BIPs) and consultation with the case manager or behavior specialist.
- Facilitate student interactions with peers, general education teachers, and specialists.
- Prepare and maintain materials for behavior-based strategies such as token boards
- Implement behavior contracts
- Lead small group activities with assigned and other students as needed, such as alternative PE, lunch groups, etc.
- Record information on student progress by taking direct data as needed or as directed by the behavior specialist or case manager.
- Prepare/maintain academic and behavior data tracking sheets.
- Assist classroom teachers with modifications of curriculum based on student specific abilities and IEP/BIP recommendations.

Qualifications

- Registered Behavior Technician Certificate issued by the BACB (or equivalent) or an AA or BA degree in ABA.
- One year of experience working with special needs students.

Selection

The District will first solicit volunteers from the site where ABA services are needed. If no qualified para educators volunteer or there are no qualified para educators at the site, the District will then send notice to all sites requesting volunteers. These requests will be sent to the paras in writing either through district mail or email. Qualified para educators shall submit their letter of interest in writing to the Personnel Services Department.

Para educators who do not volunteer may not be disciplined, laid off, reduced in hours, or otherwise penalized for not volunteering. However, based on programmatic need, it is possible that the transfer of para educators from one site to another could occur if there are not qualified ABA trained para volunteers at the site where this service is needed.

The selection of qualified para educators shall be done annually and shall not continue from year to year.

Compensation

Para educators who meet the qualifications for this stipend and are assigned to provide ABA support to students, shall receive an annual stipend of $2,500 which shall be divided into ten (10) equal payments from August through June. If the need for this service arises after the school year begins, the para educator will receive a pro rata share of the stipend. For any month in which ABA services are provided the para educator shall receive the full monthly amount of the stipend regardless of the number of days worked in that month. Para educators who work during summer school and who are assigned to provide ABA support, shall receive a stipend of $250 for summer work.

General Provisions

The Parties agree that any alleged violation of this Agreement shall be subject to the grievance procedure set forth in the collective bargaining agreement between the parties.

For CSEA	For the SLUSD
2/2/2018	2/2/18
Date	Date