



Pacifica School District

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Preparing Students for an Evolving World

www.pacificasd.org

MEMORANDUM

Integrated Services and Human Resources

Meeting of

01/13/16

TO: Wendy S. Tukloff, Ed.D., Superintendent
For Board of Trustees

FROM: Ray Avila, Associate Superintendent

SUBJECT: New Job Description: Lead Behaviorist (LCAP Goal #1 – Attract and Retain)

Recommendation

It is recommended that the Board approve the new job description for Lead Behaviorist.

Background

As presented at the November 18, 2015 Pacifica School District Board of Trustees meeting, Pacifica School District has interest in restructuring our mental health program from our current SELPA (Special Education Local Plan Area) model to a district model where the mental health funds go directly to the district general funds. In order to ensure success of this shift, a PSD Behavior and Mental Health Services structure was presented. Within this structure is a new position: Lead Behaviorist.

Attached is the new job description for the position of Lead Behaviorist. This position was developed to increase the program integrity for students being served. In order to do this effectively, the person in this position would be required to have a more advanced skill set than a Behaviorist.

This job description was developed through a collaborative process of surveying our stakeholders throughout the district and has been reviewed by CSEA leadership to encompass the essential duties, responsibilities and abilities necessary for the specific work involved to support and lead the PSD certificated and classified staff who provide behavioral services to qualified students. The qualifications and certifications required are also outlined.

As a new position with more advanced skills it was determined to place this position at a Range 62 (See attached Classified Salary Schedule that is based on an eight hour day). The salary for a Behaviorist is Range 52. There will be nominal impact on the budget due to internal restructuring among the current staff.