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- Wilmot #54-7

Northeast Educational Services Cooperative

P.O. Box 327 • Hayti, South Dakota 57241
605-783-3607 • Fax 605-783-3259

Position Announcement: Behavior Specialist / Analyst

Northeast Educational Services Cooperative is seeking a behavior specialist / analyst to serve school districts in northeastern South Dakota during the 2025-2026 school year. The ideal candidate would reside in or around Huron, Brookings, Watertown, Milbank, or Sisseton.

NESC is a cooperative providing special education services to 24 member districts in Northeastern South Dakota. Benefits include a school vehicle, fully paid health insurance, and participation in South Dakota's defined benefit pension system (SDRS).

This position requires at least a bachelor's degree in psychology, social work, education or a related field.

To be considered for this position you must submit the NESC Application for Employment (attached). Additionally, if available, please send any of the following.

- Cover Letter
- Resumé
- Any Other Credentials (Transcripts, Licenses, Certifications, or Recommendation Letters)

Application materials may be sent to:

Anneke Nelson
Northeast Educational Services Cooperative
P.O. Box 327
Hayti, SD 57241

anneke.nelson@k12.sd.us

"Northeast Educational Services Cooperative (NESC) will work to provide specialized services to ensure that all children have the same opportunities to achieve success regardless of all challenges."

**Job Description for
Behavior Specialist/Behavior Analyst**

I. Background Information

The Behavior Specialist/Behavior Analyst provides Provide evaluation, consultation, professional development and coaching services to NESC member district personnel, administrators and NESC staff regarding the analysis and implementation of positive behavior interventions and special education programming for students with behavioral needs.

This position is a 200 day contract

II. Professional Responsibilities

- A. Conduct Functional Behavior Assessments and write Behavior Intervention Plans with the assistance of NESC and district staff.
- B. Assist in coordinating, implementing and monitoring individual behavior plans for students with the assistance of NESC and district staff.
- C. Provide coaching and support to staff in maintaining effective management of student behavior.
- D. Participate as a member of the IEP team as appropriate
- E. Attend meetings, in-services, school activities and meetings scheduled and/or requested
- F. Develop and implement professional development in areas related to behavior
- G. Maintain knowledge of current laws and regulations pertaining to individuals with exceptional needs
- H. Maintain special education and other records in accordance with state requirements and also the practices of member districts.
- I. Travel to NESC member districts to conduct professional responsibilities
- J. Perform other duties as assigned.

III. Qualifications

Behaviors Specialist/Behavior Analyst should have a bachelor's or master's degree in psychology, social work, education or a related field. Specialized training and education considered. Board Certified Behavior Analysts (BCBA) are encouraged to apply. Strong communication skills, patience, critical thinking abilities as well as experience conducting Functional Behavior Assessments and writing Behavior Intervention plans are required. Previous experience in special education and working with students who are emotionally disturbed or autistic is preferred.

NORTHEAST EDUCATIONAL SERVICES COOPERATIVE

APPLICATION FOR EMPLOYMENT

P E R S O N A L	Last Name	First Name	Middle Name	Date
	Street Address			Primary Phone Number
	City, State, Zip Code			Additional Phone Number
	What job position are you seeking?			E-mail Address

E D U C A T I O N		Institution and Location	Degree or Diploma Awarded	Date of Completion
	Post-Graduate			
	Graduate			
	College			
	High School			

EMPLOYMENT	Please provide accurate information, starting with the most recent employer. Attach additional pages if necessary.
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1	Company Name	Company Phone Number
	Address	Employed (Month and Year) From To
	Name of Supervisor	Pay Starting Ending
	Job Title and Job Duties	Reason for Leaving

EMPLOYMENT

Please provide accurate information, starting with the most recent employer. Attach additional pages if necessary.

2	Company Name	Company Phone Number	
	Address	Employed (Month and Year)	
	Name of Supervisor	From	To
	Job Title and Job Duties	Pay Starting	Ending
		Reason for Leaving	

3	Company Name	Company Phone Number	
	Address	Employed (Month and Year)	
	Name of Supervisor	From	To
	Job Title and Job Duties	Pay Starting	Ending
		Reason for Leaving	

4	Company Name	Company Phone Number	
	Address	Employed (Month and Year)	
	Name of Supervisor	From	To
	Job Title and Job Duties	Pay Starting	Ending
		Reason for Leaving	

NOTICE OF NONDISCRIMINATION

Northeast Educational Services Cooperative does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities. In fact, it is required by federal regulations (including Title IX) not to do so. This protection extends to employment. Additionally, it provides equal access to the Boy Scouts and other designated youth groups. Inquiries about the application of Title IX and other non-discrimination policies to NESC may be made to the Title IX Coordinator or to the Assistant Secretary for Civil Rights of the Department of Education (or both).

The following person has been designated to handle any inquiries regarding NESC's nondiscrimination policies.

Title IX and 504 Coordinator
310 5th Street
P.O. Box 327
Hayti, SD 57241
(605)783-3607
tim.frewing@k12.sd.us

Below is the contact information for our regional Office for Civil Rights.

OCR, Kansas City Office	Telephone: (816)268-0550
U.S. Department of Education	Fax: (816)268-0599
1010 Walnut Street, 3rd Floor, Ste 320	TDD: (800)877-8339
Kansas City, MO 64106	E-mail: OCR.KansasCity@ed.gov

For more information, including our Title IX policy, please visit nesc.k12.sd.us/nondiscrimination.html.

VETERAN'S PREFERENCE

Are you claiming a veteran's preference according to [SDCL 3-3-1](#)? Yes
(If yes, you will be asked to provide official, supporting documentation.) No

CRIMINAL BACKGROUND CHECK

Have you ever been arrested or convicted of any crime, other than minor traffic offenses? Yes
(If yes, explain in detail on a separate sheet of paper.) No

As directed by [SDCL 13-10-12](#) and organizational policy, Northeast Educational Services Cooperative (NESC) conducts criminal background checks for prospective employees, contracted service providers, and field experience applicants who will have contact with children. During this investigation your fingerprints will be used to check the criminal history records of the Federal Bureau of Investigation (FBI) and the South Dakota Division of Criminal Investigation (SDDCI). Additionally you will be asked to provide your Social Security number, which helps to establish identity for federal records.

If you allow the background check, your criminal history record will be kept in a secure location at our office and will be shredded when you are no longer affiliated with our organization. Submitting fingerprints and your Social Security number is voluntary. However, failing to do so will negate your employment opportunity with NESC.

If the criminal history investigation leads to information that disqualifies your application, you have the right to obtain a change, correction, or update of your criminal history record by the rules set forth at [28 C.F.R. §16.34](#). (See also: <https://www.fbi.gov/services/cjis/identity-history-summary-checks>.) NESC will provide opportunity to do so. However, you must let us know of your intent to appeal within 5 days of the date you were informed of that disqualification.

Do you understand and acknowledge this information and the rights you have regarding criminal background checks? Yes
 No

Signature

Date