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TO: Finance Committee

RE: New Position Request: Behavior Facilitator (1.0 FTE)

Please consider approving the addition of a 1.0 FTE Behavior Facilitator position. This role is essential for providing district-wide support to improve behavioral outcomes for students with disabilities and those exhibiting challenging behaviors. The position will focus on developing Behavior Intervention Plans (BIP) and building staff capacity through coaching and professional development.

This position will cost approximately **\$150,590** annually (paid through Federal Special Education funding) and is intended to strengthen our behavior systems and promote student independence in the least restrictive environment.

If you have any questions, please contact me. Thanks!

Rob Dehnert

Director of Special Services

Request for Program/Budget Addition

Fiscal Year 2026-2027

Return to the Director of Finance & Operations

Proposal for Program Addition: Behavior Facilitator (1.0 FTE)

Current Status: Position does not exist

Proposed Status: 1.0 FTE Behavior Facilitator

Fiscal Impact: \$150,590

Executive Summary

This proposal seeks the addition of a district-wide Behavior Facilitator to support school teams in managing complex student behaviors. This role is critical for maintaining compliance with state and federal regulations regarding FBAs and BIPs, while also reducing the district's reliance on external placements by strengthening internal behavioral supports.

1. Direct Student Support & Crisis Management

The Behavior Facilitator will lead behavioral interventions, including:

- **BIP Development:** Conducting informal assessments and creating evidence-based plans to achieve improved student outcomes.
- **Crisis Response:** Assuming a lead role in behavioral crises and coaching staff in de-escalation and crisis management protocols.
- **Direct Instruction:** Providing instruction in social skills and replacement behaviors to promote student independence.

2. Staff Capacity and Professional Development

To ensure long-term sustainability, this position will focus on building the skills of our current workforce:

- **Coaching & Modeling:** Modeling effective behavior management and de-escalation strategies for teachers and paraprofessionals.
- **District-wide Training:** Developing and delivering professional learning on ABA-based strategies and classroom management.
- **Mentoring:** Providing ongoing training to support staff working with high-need behavioral students.

3. Data-Driven Compliance and Systems Support

The role ensures that the district remains proactive and compliant in its behavioral practices:

- **Data Analysis:** Collecting and interpreting behavioral data to monitor student progress and refine interventions.
- **Regulatory Oversight:** Ensuring compliance with district policies and state regulations, specifically regarding restrictive procedures and documentation.
- **Systems Improvement:** Supporting administrators in identifying school-wide needs and recommending framework improvements.

The Vision: Moving Forward

The addition of a Behavior Facilitator will allow the district to move toward a more proactive behavioral support model. By investing in this position, we aim to:

- **Increase Student Access:** Support placements in the least restrictive environment through specialized consultation.
- **Improve Staff Retention:** Provide staff with the coaching and crisis support needed to manage challenging environments effectively.
- **Enhance Operational Consistency:** Strengthen the District Support Team to ensure consistent problem-solving across all buildings.

Proposed Funding Strategies

Following the model for special education additions, the following pathways are recommended:

Option 1: Direct Federal Funding

- **The Plan:** Finance the \$150,590 directly through Federal Special Education Revenue.
- **The Rationale:** Utilizing federal grant surpluses ensures the position is fully funded without impacting the General Fund.

Option 2: State Reimbursement & Federal Offset

- **The Plan:** Code the \$150,590 salary to State Special Education funding to trigger the 80% reimbursement rate.
- the 80% reimbursement rate.
- **The Reimbursement:** At an 80% rate, the state would reimburse **\$120,472** back into the General Fund.

- **The "Swap":** To cover the initial 20% local cost and keep the General Fund "whole," the district can allocate federal funds to pay for existing special education costs (such as out-of-district tuition).
- **The Result:** This strategy results in a **\$0 net cost** to the General Fund and a net gain of **\$120,472** in state reimbursement revenue while increasing the district's "Maintenance of Effort" (MOE).

Submitted by: Robert Dehnert

Date: February 2, 2026

Approved by: _____ **Date:** _____

Supervisor Approval: _____ **Date:** _____