



COMPENSATION STRUCTURE



Stability. Flexibility. Rewarded.


CORE TIER
(Your Foundation)

\$70,000+

MINIMUM ANNUAL SALARY

- ✔ Expected: 25 billable hours/week
- ✔ Consistent, predictable income
- ✔ Balanced workload baseline
- ✔ Built-in support to maintain billables


BONUS TIER
(Earn More, Your Way)


+\$40/hour

for billable hours 26–30/week

- ✔ Optional earning opportunity
- ✔ Up to \$10,000+ additional annual income
- ✔ You control your workload increase
- ✔ Incentivized productivity without burnout expectations


WEEKLY BILLABLE HOURS	COMPENSATION
25 hours	minimum \$70,000
27 hours	minimum \$70,000 + \$4,000/year
30 hours	minimum \$70,000 + \$10,000/year

> WHY THIS MODEL WORKS <




NO PRESSURE TO OVERWORK

25 hours is the expectation



CLEAR PATH TO INCREASE EARNINGS

No vague bonus structures



FLEXIBILITY

Scale up when it fits your life

GROW YOUR IMPACT & YOUR INCOME!

We believe BCBA's deserve both stability and control over their income.

Our model provides a strong, livable base salary with clear, optional opportunities to increase earnings—without hidden productivity traps or unrealistic expectations.

