

Employee Agreement for Board Certified Behavior Analysts (BCBA)

ROLES AND RESPONSIBILITIES

Each consumer served by ABA EXPERTS and BCBA will be determined based on the level of severity of the presenting problems. Each client will have a determined amount of time/quarterly hour billing units for behavior analyst services as authorized by Florida Medicaid, private insurance, or other payer contract. BCBA will make her best efforts to fully service each client's behavioral service needs. Should circumstances arise where BCBA is temporarily unavailable to service a behavioral client's needs or reach the authorized amount of hours/quarterly billing units of a client, BCBA will without delay notify ABA EXPERTS by email of those details, so that a temporary substitute BCBA can service those needs if available.

Services include:

- Face to face contact (including video tele-health) with the RBT's supervising for training and monitoring.
- Observation and data collection of all their clients.
- RBT supervision consisting of 5% of their work hours
- RBT's need to be supervised regularly not allowing more than 2 weeks to go by without direct observation from the BCBA.
- Must monitor and take data on RBT's based on ABA EXPERTS expectations. This will be directly trained.
- Phone, video, and email consultation with RBT's weekly to ensure questions will be answered in a timely manner.
- Development of any reports, graphic displays, and data collection forms.
- Modifications, updates, or revisions to behavior service programs (BSP) on a needed basis.
- All BSP's must be updated and submitted to ABA EXPERTS by the bi-annual due date to prevent service interruption.
- Policies and procedures manual provided by ABA EXPERTS must be read and signed annually.
- Must use software utilized by ABA EXPERTS as the company advances to better programs that become available.
- Must send session notes and data of each session in the format provided by ABA EXPERTS when services are being rendered.
- Must attend annual meeting hosted by Jeanette K. Przybyszewski.
- Maintain professional liability insurance for behavior analysis services (\$1M per individual claim/\$3M aggregate), with ABA EXPERTS noted as certificate holder on the declarations page. A very reasonable company to purchase from is CPH (<https://www.cphins.com/>)
- Maintain good standing and active licensure as a BCBA with the Behavior Analyst Certification Board.
- Maintain good standing with the Florida AHCA and APD, with their standard background checks, online training requirements, etc.

PAYMENT AND TERMS

- Initial assessment- \$350.00 per report (this is the first report written for new client intake)
- Bi-annual reassessment- \$225.00 per report (this is done every 6 months to continue services with current clients).
- Hourly pay- \$50.00 – 60.00 per hour for individual clients for direct services for the following: Protocol Modification, Supervision, and Family Training(overtime is not permitted).

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- Hourly pay- \$30.00 per hour for individual clients for direct services for the following: protocol as intended.
- CEU's will be covered through qualifying accreditation program that ABA Experts is affiliated with.
- RBT's being supervised- the BCBA will receive an additional \$2.00 per hour the RBT works that is not directly supervised by BCBA.
 - Example- The RBT works 40 hours a week, the BCBA must supervise 2 hours of the 40 hours. That would leave 38 hours the RBT worked without direct supervision. The BCBA would get a bonus of \$76.00 for the 38 hours worked by the RBT for supervisory duties.
- Group Rates: When in a setting that allows the BCBA to work with small groups, rate of pay with change for the hours provided in a small group setting. Please see chart below:

Number of Clients	Hourly Pay
1	\$50.00 – 60.00
2	N/A
3	\$70.00
4	\$90.00
5	\$110.00
6	\$130.00

**Payments will be made bi-weekly according to the payroll company pay dates.

*****Payments and Terms are subject to change in the event reimbursement changes or laws change pertaining to the services provided by the BCBA.

EMPLOYMENT TERMINATION

Either party must provide a written notice at least thirty (30) days prior to the date intended to terminate the employment in order to end this agreement in good standing. This will ensure that there is ample time for the next employee who is receiving the caseload is adequately trained and the transition between providers is a harmonious one for the people that we serve. Either party may reserve the right to immediately terminate this agreement considering disciplinary, ethical and/or legal violations.

This agreement shall be governed by the laws of the State of Florida and will be effective the day of the signing of this agreement by both parties. This contract automatically renews each year unless terminated by either party.