

Clinical Wage Matrix

Technician Track (Hourly – Non-Exempt)

Base hourly rates for Behavior Technicians (BTs) and Registered Behavior Technicians (RBTs) range from **\$22.00/hr to \$30.00/hr**. Rates progress based on credential attainment and years of experience.

Role	Base Hourly Range	Typical Range by Credential
BT (Entry)	\$22.00 – \$24.00	HS Diploma / in AA program
RBT	\$25.00 – \$28.00	RBT Certified 1-3 yrs
Lead RBT	\$28.50 – \$30.00	BA + RBT 3+ yrs

Step	Criteria	Hourly Rate
Step 1	Entry BT (0 yrs, training)	\$22.00
Step 2	BT + 1 year	\$22.00
Step 3	BA OR Entry RBT	\$23.00
Step 4	BA + RBT OR RBT Certified, <1 yr	\$24.00
Step 5	BA + RBT OR RBT + >1 year	\$25.00
Step 6	BA + RBT OR RBT + 2 years	\$25.75
Step 7	BA + RBT + 3 years	\$26.50
Step 8	BA + RBT + 4 years	\$27.25
Step 9	Lead RBT (BA + RBT + 1 yr)	\$28.00
Step 10	Lead RBT (BA + RBT + >2 yrs)	\$28.50

Enhancements (stackable, up to +\$2/hr):

- **Bilingual proficiency:** +\$1.00/hr
- **Specialized certifications (CPI, AAC, adaptive equipment):** +\$0.50–\$1.00/hr
- **Program support duties (training peers, prep tasks, data audits):** +\$0.50/hr
- **Intensive Needs Programs:** +\$0.75/hr

Case Manager Track (Salary – Exempt)

Case Manager (CM) salaries are exempt and begin at **\$68,900 annually and cap at \$90,000 annually**, with growth tied to academic progression and BCBA certification.

Role	Base Annual Range
Intern CM – BA + MA Program	\$68,900 – \$70,000
Master’s Level CM	\$72,000 – \$78,000
MA + BCBA	\$77,000 – \$100,000

Step	Criteria	Annual Salary
Step 1	Intern CM – BA + enrolled in MA program	\$68,900
Step 2	MA Level CM (completed MA, not yet BCBA)	\$70,000
Step 3	MA + BCBA (<1 yr)	\$72,000
Step 4	MA + BCBA (1 year)	\$73,500
Step 5	MA + BCBA (2 years)	\$75,000
Step 6	MA + BCBA (3 years)	\$78,000
Step 7	MA + BCBA (4 years)	\$80,000
Step 8	MA + BCBA (5 years, Senior CM)	\$85,000
Step 9	MA + BCBA (6–7 years)	\$90,000
Step 10	MA + BCBA (8+ years, cap)	\$100,000

Enhancements (stackable, up to +\$5,000/year):

- **Bilingual proficiency(speaking only to full bilingual literacy):** +\$1,500–\$3,500/year
- **Advanced certifications (Trauma-Informed Care, ACT, CPI Instructor):** +\$1,000–\$2,000/year
- **High-need specialization (severe behavior, adaptive/medical integration):** +\$1,250/year