



## Brett DiNovi & Associates, L.L.C.

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### Professional Advisory Board

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Executive Director  
Total Family Solutions

## Pay-affecting Variables

- Degree vs. non degree & RBT vs. not
- History of ABA experience before entering BDA
- Whether you are in a BCBA or BCaBA program
- Whether or not you are getting field work supervision for the board exam
- Your flexibility with traveling far
- Engagement with your learners
- All Key Performance Indicators on The Performance Scorecard
- Stakeholder surveys: parents, schools, case/care managers
- Your supervisor feedback on the weekly survey
- The quality & amount of feedback you give those you mentor (mentees)
- The area you live in due to cost of living (ex. North Jersey is higher pay scale than South Jersey)
- Note that a Master's degree without Board Certification may pay no higher than someone with a bachelor's degree
- Duration with BDA
- Progression through Delta One Security Clearance Training. Timeliness of module completion, independence without prompting, accuracy of testing, fluency of testing
- Weekly survey's completed without Chelsea's prompting
- Your learner's progress
- Attendance to extra-curricular activities such as team building events
- Flexibility working after 3pm & weekends
- Quality of media interaction with ABA content
- Responsiveness to feedback
- Responsiveness to pacing report lsen emails you
- Completion of all other duties assigned