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BCBA Job Description

<u>Job Specifics</u>

<u>230 Days</u>
<u>180 School Days</u>
<u>5 Days Before</u>
<u>5 Days After</u>
<u>25 ESY Days (Include ESY Meeting Day)</u>
<u>2 Personal Days</u>
<u>13 Paid Holidays</u>

$85,000/year starting salary for 2026-2027, commensurate with experience
- (work year July 1 through June 30, pay will be bi-weekly)

- Working Days include 25 ESY days

- Vacation

30 vacation days. During December, February, and April school vacation weeks will be required to use vacation days from their 30-day allotment during these weeks, and cannot work these days as students are not in session.

- Required to use vacation days on non-school or ESY days. (If vacation days are required during these times, a request for special permission must be granted by the Assistant Superintendent for Student Support. Any days missed must be made up during non-work days.)

- Employees earns 2.5 days per month.

- 30 Vacation Days will be given upfront. If an employee leaves during the school year, no payout will be given. If the employee leaves the district, vacation days will be subtracted from the total. Vacation days must be exhausted during this school year; limited carryover.

- Holidays

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veterans' Day
Floating Holiday*	Thanksgiving Day
Good Friday	Day after Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Juneteenth

*To be taken on a non-school day between February 12 and August 15.

- 15 sick days upon hiring – accumulate year to year

- 3 personal days upon hiring- do not accumulate

- 401(a) Money purchase retirement plan

- Long-Term Disability Plan

- Medical and dental insurance at the non-bargaining group premium cost share- HSA Plan – will follow NCS for benefits purposes

- An employee who retires according to the Rules and Regulations established by the Board or resigns under honorable circumstances with at least ten (10) years of service for the Board of Education, shall be entitled to compensation in a lump sum for that portion of unused sick leave which has been accumulated not to exceed one hundred (100) days. The compensation shall be twenty-five percent (25%) of the compensation earned by the employee at the time of his/her separation or retirement.

- $50,000 life insurance policy paid for by the Board of Education

- Option to participate in Section 125 Flexible Spending Account