

Dynamic Lynks' Salary Scale

MUSIC THERAPIST

Revised January 2024

Level 1 - This is the entry-level for the given position. The person holds the necessary certifications for employment and fulfills the minimum requirements for the job. Employee maintains a clinical caseload of 20-25 hours.

Level 2 - The employee has the experience and knowledge to master most of the duties related to the job in an independent manner. The employee has a minimum of 2-3 years of clinical experience. Employees whose salary falls between Level 1 and Level 2 are in the development phase because they are still learning their job. Employee maintains a clinical caseload of 20-25 hours.

Level 3 - The employee is experienced, and their level of productivity meets the job requirements. Employee has a minimum of 3-5 years of experience within the role or 2-3 years of experience with an advanced degree. Employees whose salary falls between Levels 2 and 3 are in the maturity phase because they are mastering their job. Employee maintains a clinical caseload of 20-25 hours.

Level 4 - The employee is highly experienced, and their level of productivity meets or exceeds the job requirements. The employee has 5+ years of experience within the role. Employees whose salary falls between Levels 3 and 4 are in the maturity phase between mastering the role and exceeding the role. Employee maintains a clinical caseload of 20-25 hours.

Level 5 - The employee is continuously producing results that are well above the requirements of the job. Employees whose salary falls between Levels 4 and 5 are in the leadership phase because they have demonstrated superior leadership skills and a strong commitment to the organization. Employee maintains a clinical caseload of 20-25 hours.

Title	Level 1	Level 2	Level 3	Level 4	Level 5
Full-Time Music Therapist	\$45,000	\$48,000	\$52,000	\$55,000	\$60,000
Administrative/Director	\$50,000	\$55,000	\$60,000	\$65,000	\$70,000

Within a 40-hour workweek, the music therapist's expectations are:

- 20-25 hours – clinical contact
- 5-10 hours – prep and documentation
- 5 hours – travel between sessions
- 2 hours – supervision

Full-time employees are guaranteed:

- 5.5 weeks of structured time off congruent with the Dynamic Lynks calendar
- Set 8-hour working windows each day, unless otherwise agreed upon between therapist & supervisor
- 60 minutes of breaks each day
- All instruments, materials, & supplies needed to complete work requirements provided by Dynamic Lynks
- 8 days of PTO annually on top of structured time off
- \$500 toward continuing education annually
- CBMT certification fee reimbursed annually
- Monthly travel stipend

- Eligibility for BCBS PPO health insurance with 30% employer contribution toward monthly fee
- All insurance and worker's compensation costs covered by Dynamic Lynks