



“Charting the Way to Destinations of Excellence in the Real World”

RMCA Teacher Pay and Salary Scale

This document outlines RMCA Teacher Salary Scales as adjusted for the 2015-2016 academic year. Current teacher salaries are also listed separately under 2014-2015 academic year salary.

Teacher Salary and Pay for 2015-16 to be based from the following criteria:

Base Salary (rating established according to PROBATIONARY/NEW RECRUIT, INTERMEDIATE/ADVANCED, VETERAN/MASTER)

Leadership/Other Stipends** (as maintained by the Headmaster in accordance to stipend criteria rubric – *see attachment 2* Stipends are awarded twice a year according to calendar schedule approved by RMCA’s Finance Committee.

***Category Adjustment** (At appropriate time as indicated below. After a teacher has completed his or her probationary term they may be placed in the category appropriate to their experience and standing.)

***Market Factor** (as determined by teaching position – *see attachment 1*)**

Leadership/Other Stipends** (as maintained by Headmaster – *see attachment 2*

***Recognition Bonus** (from portion of annual fund as determined by the Finance Committee; *non-recurring*)

Base Salary plus inclusion of any of the items listed above result in the Teacher Pay and Salary Total for the Academic School Year

*** Leadership and Other Task-Specific Positions:** Positions including performance in the arts such as concerts, debate competitions, fine arts and dramatic performances, dance, and also academic competitions including spelling bees, geography bees, math Olympics, STEM and robotics competitions, etc. and RtI coordinators, Grade Level Team Leads, Department Leads, Teacher Lead Mentors, Teacher Mentors etc. (see Stipend Schedule *attachment 2*).

**** Market Factor for high demand, hard to fill positions:** Latin or advanced foreign languages, upper level math, courses highlighting Socratic seminar, advanced science, etc. Teachers on Special Assignment would fall into this category. (see – *attachment 1*).

***** Recognition Bonus:** Principals will be allocated a pool of funds by the Finance Committee for designation for teaching staff that have attained a noteworthy achievement for the school, established a new or greatly improved an offering in the educational program, or attained a grant to better the instructional program and educational environment. Please note that usually this recognition is covered by the assigned stipend (i.e.

STEM club competitions, coaching a sport, drama club, etc.) This bonus is intended to recognize noteworthy achievement that falls outside the established stipend criteria.

The recognition bonus pool will be allocated based upon teacher, staff, or admin recommendation.

To ensure accountability on this recognition bonus the head of school and principals must submit the staff members' name, bonus amount, and their justification for the individual bonuses to the headmaster by the 1st of May for each academic year. Recognition bonuses must be allocated no later than the June pay cycle and will be capped according to Finance Committee allocations.

CATEGORY GROUPS FOR BASE SALARY

Teachers' salary will be based on one of three category groups indicated below (adjusted annually).

Annual salary increases according to the below category groups assume a teacher is in good standing, upholds RMCA's educational philosophy and standards for character. Teachers and administration are expected to "lead by example". Base salary employment at RMCA requires the highest standards for performance. These performance indicators are evidenced by: student benchmark academic measures and annual yearly growth, instructional standards established by SB191, content expertise, demonstration of RMCA's classical education philosophy and the implementation of the Core Knowledge curriculum and scope and sequence as outlined by RMCA's Founders and the Board of Director's in RMCA's Charter as approved by RMCA's authorizer, Falcon District 49 and the State of Colorado.

PROBATIONARY/NEW RECRUIT (0-3 years) – teachers new to RMCA are placed on probationary status of two years and are required to complete a two year mentorship program sponsored by RMCA and accredited by its authorizing District 49. A teacher may be taken off probationary status after completing his or her first year, but will still be required to complete the two year mentorship program. This category also includes teachers young to the profession, typically those who have just completed a program

Range: \$30,000-\$31,500 for 2014-15 and adjusted to Range: \$31,000-\$32,500 for 2015-16

INTERMEDIATE/ADVANCED (3-6 years) – typically 3-6 years experience in grade level, area of licensure accreditation, highly qualified status, subject or level-specific assignment, with consideration for evaluation status as related to SB191 and other professional preparation, i.e., licensure, specialized training (SPED, RtI, READ ACT, Right Flight and Take Flight, etc. or advanced degree.

Range: \$31,500-\$33,000 for 2014-15 and adjusted to Range: \$32,500-\$34,000 for 2014-15.

VETERAN/MASTER (6+ years) – Teacher who demonstrates exceptional instructional methods, content knowledge, contributes to and participates in committee work, leadership and teacher training, designs and implements enrichment opportunities, exemplifies RMCA's educational philosophy faithfully implementing the Core Knowledge curriculum and Classical Education approach. Is a person of impeccable character and consistently demonstrates care for students upholding the RMCA tenants for community and partnership with parents in the education of students. Additional consideration for professional experience listed above and specialized training in the Classical Philosophy of Education or Classical training in an advanced degree.

Range: \$33,500-\$36,500 in 2014-2015 and adjusted to Range: \$34,500-\$37,500 for 2015-16.



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Market Demand Stipulation (Attachment 1)

Teachers assigned a position that has been categorized as a hard to fill position during the hiring process and in posted positions may receive increased compensation based on this teaching assignment. The increase will be based on the teacher salary scale criteria for these positions published by RMCA’s authorizing district 49 for the academic year. This salary scale is posted on the d49.org website under financial transparency

These subjects may include and are not limited to: Latin or advanced foreign languages, upper level math, courses with higher level focus on Socratic seminar, advanced science, etc. Teachers on Special Assignment would fall into this category.



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Stipend Schedule 2015-2016 (Attachment 2)

(With the exception of Assistant Athletic Director = \$5,000, all stipends range from \$500- \$2,000)

the number after the title indicates maximum number of stipends allocated for that area

Teacher Team Lead X6

Department Team Lead X6

Lead Teacher Mentor X2

Teacher Mentor X4

Character Program Lead X2

Evening Musical X4

Art Show Coordinator X2

Summer Enrichment Tutoring Coordinator Elementary X1

After School Enrichment Clubs and Programs X2

Sports Program Coaches X6

Take Flight and Right Flight Specialist Elementary X4

RtI Consultants X2

Student Council Advisor Junior High X1

Junior Honor Society Advisor Junior High X1

Jazz Band Director Junior High X1

Yearbook Advisor X2

Chemical Inventory Junior High X1

RtI Literacy Coordinator X2

RtI Math Coordinator X2

Theater Director X3

Instrumental Band X2

PE Teacher Semester Afterschool Enrichment Secondary X1

After school care program tutor/ enrichment/ provider (determined upon before and aftercare scheduling)