

RFMA Teacher & Support Admin Pay Scale | 2017-18

Base Teacher Pay Scale

Entry Step System			
Step	BA	MA/MS	Ed/PhD
1	38,500	40,500	42,500
2	39,463.00	41,513	43,563
3	40,450.00	42,551	44,652
4	41,560.00	43,615	45,768
5	42,600.00	44,705	46,912
6	43,665	45,823	48,085
7	44,757.00	46,969	49,297
8	45,876	48,143	50,529
9	47,023	49,947	51,792
10	48,200	51,196	53,087
11	49,405	52,476	54,414
12	50,640	53,788	55,774
13	51,906.00	55,134	57,168
14	53,204.00	56,512	58,597
15	54,534	57,925	60,062
>15	*.025		

- Applies to classroom and specials teachers
- Catches up to or surpasses DPS by around Year Four
- Increased expectations around performance

RFMA 5-Year Base Bump

5 Yr RFMA System			
Step	BA*	MA/MS**	Ed/PhD
1			
2			
3			
4			
5	(+) 10,000 Next Step Base		
6		*.025	
7		*.025	
8		*.025	
9		*.025	
10	(+) 5,000 Next Step Base		
11		*.025	
12		*.025	
13		*.025	
14		*.025	
15		*.025	
Add 5	(+) 2,500 Base		
Add 10	(+) 2,500 Base		

- Slated for implementation in 2018-19
- Teachers stop progressing according to degree attainment and increase by .025 each year according to their new base pay.
- High standards for accountability and performance
- **MUST** stay in classroom through year six before transitioning to an admin or support admin role.

RFMA Teacher & Support Admin Pay Scale | 2017-18

5 Yr RFMA System- Support Admin			
Step	BA*	MA/MS**	Ed/PhD
1			
2			
3			
4			
5	(+)5,000 Next Step Base		
6	*.025		
7	*.025		
8	*.025		
9	*.025		
10	(+) 5,000 Next Step Base		
11	*.025		
12	*.025		
13	*.025		
14	*.025		
15	*.025		
Add 5	(+) 2,500 Base		
Add 10	(+) 2,500 Base		

- Transfer from teacher role at their base pay *.025 for first year OR \$42,000 base (whichever is higher).
- Must be in their Support Admin role (or an incredibly similar one) for five years to be eligible for 5Yr Bump.
- Intermediary years are *.025 increases.