

**Ricardo Flores Magon Academy**  
2018 - 2019

New Hire Entry Step System  
Applies to classroom and specials teachers

Step	BA	MA/MS	Edd/PhD
1	\$ 38,500.00	\$ 40,500.00	\$ 42,500.00
2	\$ 39,463.00	\$ 41,513.00	\$ 43,563.00
3	\$ 40,450.00	\$ 52,551.00	\$ 44,652.00
4	\$ 41,560.00	\$ 43,615.00	\$ 45,768.00
5	\$ 42,600.00	\$ 44,705.00	\$ 46,912.00
6	\$ 43,665.00	\$ 45,823.00	\$ 48,085.00
7	\$ 44,757.00	\$ 46,969.00	\$ 49,297.00
8	\$ 45,876.00	\$ 48,143.00	\$ 50,529.00
9	\$ 47,023.00	\$ 49,947.00	\$ 51,792.00
10	\$ 48,200.00	\$ 51,196.00	\$ 53,087.00
11	\$ 49,405.00	\$ 52,476.00	\$ 54,414.00
12	\$ 50,640.00	\$ 53,788.00	\$ 55,774.00
13	\$ 51,906.00	\$ 55,134.00	\$ 57,168.00
14	\$ 53,204.00	\$ 56,52.00	\$ 58,597.00
15	\$ 54,534.00	\$ 57,925.00	\$ 60,062.00

Step - Year of relevant full-time work experience.

Part-time or partial year experience is credited as a year of service if at least 120 days during the year were at half-time (.5 FTE) or greater.

Highest starting point for first year at RFMA  
Step 7 Bachelor's  
Step 8 - Master's  
Step 9 - EdD/PhD

Annual Salary is based on:  
205 day work year for new hires at RFMA  
200 day work year for returning teachers

Annual salary will be pro-rated, based on FTE and date of hire

Full-Time Classroom Teachers who achieve 5 Years of Service at RFMA will be recognized with a \$5,000 Bump in base salary plus the annual increase (if any)  
5 Year Bump will be effective as of the first pay period of the beginning of the 5th year of employment. There will be no mid-year adjustments.

Attainment of an advanced degree will result in a horizontal move on the salary schedule, with an effective date as if the first pay period of the subsequent academic year.

Teacher leadership roles are compensated at the following annual stipend amounts (paid in monthly installments)

Kinder /1st	\$4,500
2nd Grade	\$4,500
3rd Grade	\$4,500
4th Grade	\$4,500
5th Grade	\$4,500
MS Lead	\$4,500
Events Committee Chair	\$1,000
Senior Lead	\$4,500