

Ricardo Flores Magon Academy
 2022 - 2023
 Salary Scale

Applies to classroom and specials teachers

Step	BA	MA/MS	EdD/PhD
1	\$40,000.00	\$42,000.00	\$44,100.00
2	\$40,976.00	\$43,024.80	\$45,176.04
3	\$41,975.81	\$44,074.61	\$46,278.34
4	\$43,000.02	\$45,150.03	\$47,407.53
5	\$44,049.22	\$46,251.69	\$48,564.27
6	\$45,124.03	\$47,380.23	\$49,749.24
7	\$46,225.05	\$48,536.30	\$50,963.12
8	\$47,352.94	\$49,720.59	\$52,206.62
9	\$48,508.36	\$50,933.77	\$53,480.46
10	\$49,691.96	\$52,176.56	\$54,785.38
11	\$50,904.44	\$53,449.67	\$56,122.15
12	\$52,146.51	\$54,753.84	\$57,491.53
13	\$53,418.89	\$56,089.83	\$58,894.32
14	\$54,722.31	\$57,458.42	\$60,331.34
15	\$56,057.53	\$58,860.41	\$61,803.43

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



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