



**Base Salary Scale**

| Steps | BA or BS in related field | BA or BS with current license | Master's in related field | Master's with current license |
|-------|---------------------------|-------------------------------|---------------------------|-------------------------------|
| 0     | 21,500                    | 22,000                        | 22,500                    | 23,000                        |
| .5    | 22,000                    | 22,500                        | 23,000                    | 23,500                        |
| 1.0   | 22,500                    | 23,000                        | 23,500                    | 24,000                        |
| 1.5   | 23,000                    | 23,500                        | 24,000                    | 24,500                        |
| 2.0   | 23,500                    | 24,000                        | 24,500                    | 25,000                        |
| 2.5   | 24,000                    | 24,500                        | 25,000                    | 25,500                        |
| 3.0   | 24,500                    | 25,000                        | 25,500                    | 26,000                        |
| 3.5   | 25,000                    | 25,500                        | 26,000                    | 26,500                        |
| 4.0   | 25,500                    | 26,000                        | 26,500                    | 27,000                        |
| 4.5   | 26,000                    | 26,500                        | 27,000                    | 27,500                        |
| 5.0   | 26,500                    | 27,000                        | 27,500                    | 28,000                        |
| 5.5   | 27,000                    | 27,500                        | 28,000                    | 28,500                        |
| 6.0   | 27,500                    | 28,000                        | 28,500                    | 29,000                        |
| 6.5   |                           | 28,500                        | 29,000                    | 29,500                        |
| 7.0   |                           | 29,000                        | 29,500                    | 30,000                        |
| 7.5   |                           |                               | 30,000                    | 30,500                        |
| 8.0   |                           |                               | 30,500                    | 31,000                        |
| 8.5   |                           |                               |                           | 31,500                        |
| 9.0   |                           |                               |                           | 32,000                        |

- ⇒ One-half (.5) years of vertical step credit given for each completed full-time contract year in public or private school classroom or related.
- ⇒ One full vertical step credit given for each completed full-time contract year in an ACSI, CSI, or ACCS member or related Christian school classroom.
- ⇒ A current state or ACSI issued teaching certificate or license in a related teaching area is required for horizontal movement on the scale.
- ⇒ **Tentative Contract dates for 2007-08 are August 13 – May 30**



**Benefits**

**A. Paid Days Off:**

All full time contracted staff will be allowed a maximum of 8 paid days off during their normal contract period subject to the conditions below:

Up to 6 may be used for medical illness or to take care of their sick children.

Up to 2 may be used for pre-approved professional training.

Up to 2 may be used for personal reasons.

Up to 3 may be used for bereavement.

**B. Vacation days:** The teacher will receive all standard school holidays defined by the school calendar.

**C. Medical and Dental insurance:** Unless waived, the school shall pay the individual medical insurance premiums according to the guidelines within current plans. The teacher may purchase, at full cost, additional coverage for family members.

**D. Qualified Tuition Reduction Plan** for children enrolled in RMCA. This tuition discount is equal to **33%** of the proportion of full time hours employed.

**E. Professional development:** The school will pay 100% of the course/conference fees for those courses/conferences required by RMCA. The school will pay 50% (up to \$500/yr.) of the tuition or course fees required to obtain or maintain an ACSI teaching certificate. This does not include the cost of books or materials or travel expenses.

**F. Professional Liability Insurance:** RMCA provides professional liability insurance. Teachers are encouraged to purchase additional coverage.

**G. Pre-tax Retirement Plan:** RMCA employees may participate in a pre-tax retirement program.

**H. Pre-tax Cafeteria Plan:** RMCA employees may participate in a pre-tax cafeteria plan for qualified expenses such as medical and child-care expenses.

**I. School Improvement Compensation:** After one year of service, teachers may be eligible for additional pay beyond their base salary for participation in school improvement activities.