

River Oak Charter School
2020-21 Certificated Salary Schedule

For the purposes of this Salary Schedule, Waldorf and CA State Credential are equal: Waldorf Programs are 3 Year Programs so 1/2 of a Waldorf Program is equal to 1 and 1/2 verifiable years of Waldorf and CA Credentialing Program takes 2 years to complete so 1/2 of a CA Credential is 1 year of verifiable CA Credentialing Courses. Holding a Masters or Doctorate in any discipline adds \$750.00 to annual salary.

STEP	Column 1 BA Only	Column 2 BA + at least one half of a Waldorf Program or CA Credentialing Program	Column 3 BA + Waldorf Credential or CA Credential	Column 4 BA + Either Waldorf Credential or CA Credential and at least one half of the other	Column 5 BA + Both Waldorf and CA Credential	Nurse "Certificated Other"
1	43,001.86	44,180.00	45,358.13	46,536.27	47,714.39	Hourly Rate
2	44,180.00	45,358.13	46,536.27	47,714.39	48,892.52	28.43
3	45,358.13	46,536.27	47,714.39	48,892.52	50,070.66	31.71
4	46,536.27	47,714.39	48,892.52	50,070.66	51,248.79	33.90
5	47,714.39	48,892.52	50,070.66	51,248.79	52,426.92	36.09
6	48,892.52	50,070.66	51,248.79	52,426.92	53,605.05	36.09
7	50,070.66	51,248.79	52,426.92	53,605.05	54,783.19	37.18
8	51,248.79	52,426.92	53,605.05	54,783.19	55,961.32	37.18
9	x	53,605.05	54,783.19	55,961.32	57,139.46	38.27
10	x	x	55,961.32	57,139.46	58,317.59	38.27
11	x	x	x	58,317.59	59,495.73	39.36
12	x	x	x	x	60,673.86	39.36
13	x	x	x	x	61,851.99	x
14	x	x	x	x	63,030.12	x
15	x	x	x	x	64,208.26	x
16	x	x	x	x	65,385.91	x
17	x	x	x	x	66,564.04	x
18	x	x	x	x	67,742.17	x
19	x	x	x	x	68,920.31	x
20	x	x	x	x	70,098.44	x
21	x	x	x	x	71,276.58	x
22	x	x	x	x	72,454.71	x
23	x	x	x	x	73,632.85	x
24	x	x	x	x	74,810.98	x
25	x	x	x	x	75,989.12	x

Certificated Substitute	Certificated Long Term Substitute
\$21.00 per hour up to 7.5 hours per day	There are no "half days"
	\$165 per day effective on the 11th day
	Daily Rate based on Column 1- Step 1 effective on the 21st day

Tutoring: \$35 per hour
 Summer Add'l Work \$25 per hour

Approved by Charter Council on
 January 13, 2020

Note: Updated to include additional steps for Column 5, up to 25 steps. 04/07/2021