

River Oak Charter School

2025-26 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 \$1000.00 to annual salary.

	Column 1	Column 2	Column 3	Column 4	Column 5
STEP	BA Only	BA + at least one half of a Waldorf Program or CA Credentialing Program	BA + Waldorf Credential or CA Credential	BA + Either Waldorf Credential or CA Credential and at least one half of the other	BA + Both Waldorf and CA Credential
1	52,156.89	53,585.84	55,014.80	56,443.76	57,872.71
2	53,585.84	55,014.80	56,443.76	57,872.71	59,301.66
3	55,014.80	56,443.76	57,872.71	59,301.66	60,730.62
4	56,443.76	57,872.71	59,301.66	60,730.62	62,159.58
5	57,872.71	59,301.66	60,730.62	62,159.58	63,588.52
6	59,301.66	60,730.62	62,159.58	63,588.52	65,017.48
7	60,730.62	62,159.58	63,588.52	65,017.48	66,446.45
8	62,159.58	63,588.52	65,017.48	66,446.44	67,547.49
9	x	65,017.48	66,446.44	67,875.40	69,304.36
10	x	x	67,875.40	69,304.36	70,733.31
11	x	x	69,567	70,733.31	72,162.27
12	x	x	71,307	x	73,591.23
13	x	x	73,089	x	75,020.54
14	x	x	x	x	76,448.97
15	x	x	x	x	77,878.45
16	x	x	x	x	79,306.89
17	x	x	x	x	80,735.31
18	x	x	x	x	82,164.80
19	x	x	x	x	83,593.23
20	x	x	x	x	85,022.72
21	x	x	x	x	86,451.14
22	x	x	x	x	87,880.63
23	x	x	x	x	89,309.06
24	x	x	x	x	90,738.55
25	x	x	x	x	92,166.98

Certificated Substitute

Half Day Sub \$130
1 Day Sub \$260 per day (7.5 hrs)

Approved by Charter
Council on May 5, 2025