

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	"Certificated Other"
1	50,852.97	52,156.89	53,639.86	55,015.24	56,443.77	
2	52,156.89	53,639.86	55,015.24	56,443.77	57,872.71	
3	53,639.86	55,015.24	56,443.77	57,872.71	59,301.66	
4	55,015.24	56,443.77	57,872.71	59,301.66	60,730.62	
5	56,443.77	57,872.71	59,301.66	60,730.62	62,159.58	
6	57,872.71	59,301.66	60,730.62	62,159.58	63,588.52	
7	59,301.66	60,730.62	62,159.58	63,588.52	65,017.48	
8	60,730.62	62,159.58	63,588.52	65,017.48	66,446.45	
9	62,159.58	63,588.52	65,017.48	66,446.44	67,547.49	
10	63,588.52	65,017.48	66,446.44	67,875.40	69,567.23	
11	65,017.48	66,446.44	67,875.40	69,567.23	70,733.71	
12	X	67,875.40	69,567.23	70,733.31	72,162.27	
13	X	X	70,733.31	72,162.27	73,591.23	
14	X	X	72,162.27	73,591.23	75,020.54	
15	X	X	73,591.23	75,020.54	76,448.97	
16	X	X	75,020.54	76,448.97	77,878.45	
17	X	X	X	77,878.45	79,306.89	
18	X	X	X	X	80,735.31	
19	X	X	X	X	82,164.80	
20	X	X	X	X	83,593.23	
21	X	X	X	X	85,025.72	
22	X	X	X	X	86,451.15	
23	X	X	X	X	87,880.63	
24	X	X	X	X	89,309.06	
25	X	X	X	X	90,738.55	

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

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