River Oak Charter School

2026-27 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	Column 6
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	School Psychologist
1						70,993.00
2					*60,320 (1-2)	72,735.00
3				*60,320 (1-3)	60,784.20	74,514.00
4			*60,320 (1-4)	60,784.20	62,248.89	76,331.00
5		*60,320 (1-5)	60,784.20	62,248.89	63,713.57	78,187.00
6	*60,320 (1-6)	60,784.20	62,248.89	63,713.57	65,178.23	80,083.00
7	60,784.20	62,248.89	63,713.57	65,178.23	66,642.92	82,020.00
8	62,248.89	63,713.57	65,178.23	66,642.92	68,107.61	83,999.00
9	63,713.57	65,178.23	66,642.92	68,107.61	69,572.29	86,019.00
10	65,178.23	66,642.92	68,107.61	69,572.29	71,306.41	88,083
11	66,642.92	68,107.61	69,572.29	71,306.41	72,502.00	90,192
12	X	69,572.29	71,306.41	72,502.00	73,966.33	92,346
13	X	71,306	72,502.00	73,966.33	75,431.01	94,553
14	X	72,502	73,966.33	75,431.01	76,896.05	96,813
15	X	X	75,431.01	76,896.05	78,360.19	99,127
16	X	X	76,896.05	78,360.00	79,825.41	101,496
17	X	X	78,360	79,825.00	81,290.00	X
18	X	X	79,825	81,290	82,754.00	X
19	X	X	X	82,754	84,220.00	X
20	X	X	X	X	85,683.06	X
21	X	X	X	X	87,151.36	X
22	X	X	X	X	88,612.43	X
23	X	X	X	X	90,077.65	X
24	X	X	X	X	91,541.79	X
25	X	X	X	X	93,006.01	X
26	X	X	X	X	95,331.16	X
27	X	X	X	X	97,714.44	X

Half Day Sub $100
1 Day Sub $200 per day (7.5 hrs)

**Any salary not consistent with Labor Code 515A will be increased in order to comply with state law.*