

River Oak Charter School 2016-17 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 \$500.00 to annual salary.

	Reg 30 EOM11 Column 1	Reg 30 EOM11 Column 2	Reg 30 EOM11 Column 3	Reg 30 EOM11 Column 4	Reg 30 EOM11 Column 5	Nurse
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	41,922.11	43,070.66	44,219.22	45,367.77	46,516.31	Hourly Rate
2	43,070.66	44,219.22	45,367.77	46,516.31	47,664.87	27.72
3	44,219.22	45,367.77	46,516.31	47,664.87	48,813.42	30.91
4	45,367.77	46,516.31	47,664.87	48,813.42	49,961.97	33.05
5	46,516.31	47,664.87	48,813.42	49,961.97	51,110.52	35.18
6	47,664.87	48,813.42	49,961.97	51,110.52	52,259.07	35.18
7	48,813.42	49,961.97	51,110.52	52,259.07	53,407.63	36.24
8	49,961.97	51,110.52	52,259.07	53,407.63	54,556.18	36.24
9	x	52,259.07	53,407.63	54,556.18	55,704.72	37.31
10	x	x	54,556.18	55,704.72	56,853.28	37.31
11	x	x	x	56,853.28	58,001.83	38.38
12	x	x	x	x	59,150.38	38.38
13	x	x	x	x	60,298.93	x
14	x	x	x	x	61,447.48	x
15	x	x	x	x	62,596.03	x
16	x	x	x	x	63,744.11	x

Certificated Substitute	Certificated Long Term Substitute
\$20.00 per hour (1-3 hours/day) OR \$150.00 FULL Day (6-7.5 hours/day)	There are no "half days"
\$90.00 MIN Day (3.5-5 hours/day)	\$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

Health Benefits Compensation
\$8,000 annual for full-time
Free Dental for full-time

Approved by Charter Council on
April 14, 2016