

River Oak Charter School
2018-19 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.

	Column 1	Column 2	Column 3	Column 4	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	42,576.10	43,742.57	44,909.04	46,075.51	47,241.97	Hourly Rate
2	43,742.57	44,909.04	46,075.51	47,241.97	48,408.44	28.15
3	44,909.04	46,075.51	47,241.97	48,408.44	49,574.91	31.40
4	46,075.51	47,241.97	48,408.44	49,574.91	50,741.38	33.56
5	47,241.97	48,408.44	49,574.91	50,741.38	51,907.84	35.73
6	48,408.44	49,574.91	50,741.38	51,907.84	53,074.31	35.73
7	49,574.91	50,741.38	51,907.84	53,074.31	54,240.78	36.81
8	50,741.38	51,907.84	53,074.31	54,240.78	55,407.25	36.81
9	x	53,074.31	54,240.78	55,407.25	56,573.72	37.89
10	x	x	55,407.25	56,573.72	57,740.19	37.89
11	x	x	x	57,740.19	58,906.66	38.97
12	x	x	x	x	60,073.13	38.97
13	x	x	x	x	61,239.59	x
14	x	x	x	x	62,406.06	x
15	x	x	x	x	63,572.53	x
16	x	x	x	x	64,738.52	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
May 18, 2017