

RIVER OAKS ACADEMY
CERTIFICATED MANAGEMENT SALARY SCHEDULE
2026-2027

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Executive Director Director Emeritus 225 Contract Days	CETMAN	ANNUAL Daily	\$159,883.00 \$710.59	\$164,681.00 \$731.92	\$169,622.00 \$753.88	\$174,710.00 \$776.49	\$178,342.00 \$792.63	\$183,691.00 \$816.40	\$189,202.00 \$840.90	\$194,878.00 \$866.12	\$200,724.00 \$892.11

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Assessment Coordinator Education Support & Effectiveness Coordinator 225 Contract Days	TAC	ANNUAL Daily	\$110,006.00 \$488.92	\$114,589.00 \$509.28	\$119,364.00 \$530.51	\$124,339.00 \$552.62	\$129,520.00 \$575.64	\$134,917.00 \$599.63	\$141,489.00 \$628.84	\$148,390.00 \$659.51	\$155,636.00 \$691.72

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Director of Educational Programs, Academics and Facilities Management 225 Contract Days	DIR	ANNUAL Daily	\$110,369.00 \$490.53	\$113,680.00 \$505.24	\$117,090.00 \$520.40	\$120,602.00 \$536.01	\$124,220.00 \$552.09	\$127,947.00 \$568.65	\$131,786.00 \$585.72	\$135,739.00 \$603.28	\$139,810.00 \$621.38	\$144,004.00 \$640.02

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

RIVER OAKS ACADEMY
CERTIFICATED PUPIL SUPPORT SALARY SCHEDULE
2026-2027

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SPED Psychologist 194 Contract Days	CERTPS	ANNUAL Daily	\$76,943.00 \$396.61	\$81,143.00 \$418.26	\$84,587.00 \$436.02	\$88,191.00 \$454.59	\$91,634.00 \$472.34	\$95,086.00 \$490.13	\$98,526.00 \$507.87	\$101,983.00 \$525.69

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

RIVER OAKS ACADEMY
CERTIFICATED SALARY SCHEDULE
2026-2027

STEP	01/CL1 TEACHER 185 Days	01/CL2 LEAD TEACHER / SPED/504 COORDINATOR 185 Days	01C/CL3 COUNSELOR 180 Days	01/CL4 AUXILARY / TOSA / SPED 185 Days
1	57,152.33	66,160.70	60,265.70	53,413.40
2	58,866.35	68,144.57	62,073.00	55,015.19
3	60,630.03	70,188.89	63,937.50	56,664.44
4	62,449.84	72,295.81	65,854.80	58,365.53
5	64,323.62	74,463.17	67,830.40	60,116.27
6	66,253.53	76,697.45	69,864.30	61,920.96
7	68,241.70	78,996.50	71,958.70	63,775.31
8	70,288.19	81,366.77	74,118.00	65,690.10
9	72,395.10	83,808.30	76,341.10	67,658.84
10	74,566.78	86,321.06	78,631.30	69,688.06
11	76,803.23	88,913.69	80,991.90	71,779.87
12	79,108.74	91,579.72	83,421.80	73,932.12
13	81,481.19	94,327.77		76,151.28
14	83,924.87	97,157.87		78,435.23
15	86,446.27	100,072.16		80,790.40
16	89,038.90	103,074.95		
17	91,709.24	106,166.25		
18	94,460.53	109,351.23		
19	97,294.34	112,631.76		

*****Salary increases will be based on evaluation/merit, not automatic annual increases

185 teacher days

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

CERT

RIVER OAKS ACADEMY
CERTIFICATED HOURLY SALARY SCHEDULE
2026-2027

STEP	01H/CL1 TEACHER 185 Days	01H/CL2 LEAD TEACHER / SPED/504 COORDINATOR 185 Days	01H/CL3 COUNSELOR 180 Days	01H/CL4 AUXILARY / TOSA / SPED 185 Days
1	38.62	44.70	41.85	36.09
2	39.77	46.04	43.11	37.17
3	40.97	47.42	44.40	38.29
4	42.20	48.85	45.73	39.44
5	43.46	50.31	47.10	40.62
6	44.77	51.82	48.52	41.84
7	46.11	53.38	49.97	43.09
8	47.49	54.98	51.47	44.39
9	48.92	56.63	53.01	45.72
10	50.38	58.33	54.61	47.09
11	51.89	60.08	56.24	48.50
12	53.45	61.88	57.93	49.95
13	55.05	63.73		51.45
14	56.71	65.65		53.00
15	58.41	67.62		54.59
16	60.16	69.65		
17	61.97	71.73		
18	63.82	73.89		
19	65.74	76.10		

*****Salary increases will be based on evaluation/merit, not automatic annual increases

185 teacher days

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

CERT-HRLY CONVERSION

RIVER OAKS
2026-2027
PART-TIME EDUCATIONAL FACILITATORS
ANNUAL BASE RATE

POSITION	SCHEDULE	Based on 19 Students	ANNUAL Based on 25 Students Equivalent to Full Time
PART-TIME EDUCATIONAL FACILITATOR 1	07/001/1	\$57,200.00	\$69,200.00
PART-TIME EDUCATIONAL FACILITATOR 2	07/002/1	\$58,916.00	\$70,916.00
PART-TIME EDUCATIONAL FACILITATOR 3	07/003/1	\$60,683.48	\$72,683.48
PART-TIME EDUCATIONAL FACILITATOR 4	07/004/1	\$62,503.98	\$74,503.98
PART-TIME EDUCATIONAL FACILITATOR 5	07/005/1	\$64,379.10	\$76,379.10
PART-TIME EDUCATIONAL FACILITATOR 6	07/006/1	\$66,310.48	\$78,310.48
PART-TIME EDUCATIONAL FACILITATOR 7	07/007/1	\$68,299.79	\$80,299.79
PART-TIME EDUCATIONAL FACILITATOR 8	07/008/1	\$70,348.79	\$82,348.79

Part-time Educational Facilitators will be given a minimum load of 19 students.
1.0 FTE is based on 25 students. This schedule will be adjusted automatically based
on increases to minimum wage. Step placement and advancement will be at the
discretion of the Executive Director and the Board of Directors. Performance review
for step movement is merit-based.

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: March 1, 2026
BOARD ADOPTED:
REVISED: May 28, 2026

RIVER OAKS
2026-2027
PART-TIME EDUCATIONAL FACILITATORS
HOURLY RATE

PART TIME EDUCATIONAL FACILITATOR HOURLY	SCHEDULE	Hourly Based on 25 Students Equivalent to Full Time
PART-TIME EDUCATIONAL FACILITATOR 1	07H/001/1	46.76
PART-TIME EDUCATIONAL FACILITATOR 2	07H/002/1	47.92
PART-TIME EDUCATIONAL FACILITATOR 3	07H/003/1	49.11
PART-TIME EDUCATIONAL FACILITATOR 4	07H/004/1	50.34
PART-TIME EDUCATIONAL FACILITATOR 5	07H/005/1	51.61
PART-TIME EDUCATIONAL FACILITATOR 6	07H/006/1	52.91
PART-TIME EDUCATIONAL FACILITATOR 7	07H/007/1	54.26
PART-TIME EDUCATIONAL FACILITATOR 8	07H/008/1	55.64

*****Salary increases will be based on evaluation/merit, not automatic annual increases

185 teacher days

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: July 1, 2026

BOARD ADOPTED: February 5, 2026

REVISED: January 21, 2026

RIVER OAKS ACADEMY
ADDITIONAL STUDENTS CERTIFICATED SALARY SCHEDULE
2026-2027

ADDITIONAL STUDENTS	SCHEDULE	MONTHLY
1 ADDITIONAL STUDENT PER MONTH	07B/001/1	\$200.00
2 ADDITIONAL STUDENTS PER MONTH	07B/002/1	\$400.00
3 ADDITIONAL STUDENTS PER MONTH	07B/003/1	\$600.00
4 ADDITIONAL STUDENTS PER MONTH	07B/004/1	\$800.00
5 ADDITIONAL STUDENTS PER MONTH	07B/005/1	\$1,000.00
6 ADDITIONAL STUDENTS PER MONTH	07B/006/1	\$1,200.00
7 ADDITIONAL STUDENTS PER MONTH	07B/007/1	\$1,400.00
8 ADDITIONAL STUDENTS PER MONTH	07B/008/1	\$1,600.00

Certificated staff assigned students above their base workload (as defined by River Oaks) will earn an extra \$200 per student each month.
Please note that the total monthly stipend may change as the number of additional assigned students fluctuates from month to month.

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

RIVER OAKS ACADEMY
MISCELLANEOUS CERTIFICATED/CLASSIFIED SALARY SCHEDULE
2026-2027

POSITION	SCHEDULE	HOURLY RATE
TUTOR 1	10/01/A	\$18.00
	10/01/B	\$18.90
	10/01/C	\$19.85
	10/01/D	\$20.84
	10/01/E	\$21.88
	10/01/F	\$22.97
TUTOR 2	10/02/A	\$25.00
	10/02/B	\$26.25
	10/02/C	\$27.56
	10/02/D	\$28.94
	10/02/E	\$30.39
	10/02/F	\$31.91
TUTOR 3	10/03/A	\$40.00
	10/03/B	\$42.00
	10/03/C	\$44.10
	10/03/D	\$46.31
	10/03/E	\$48.63
	10/03/F	\$51.06

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

TUTORS

**RIVER OAKS ACADEMY
SPECIAL EDUCATION SALARY SCHEDULE
2026-2027**

POSITION	SCHEDULE	HOURLY RATE
SPED 1	03/01/A	\$70.00
SPED 2	03/01/B	\$80.00
SPED 3	03/01/C	\$85.00
SPED 4	03/01/D	\$90.00
SPED 5	03/01/E	\$95.00
SPED 6	03/01/F	\$100.00
SPED 7	03/01/G	\$105.00
SPED 8	03/01/H	\$110.00
SPED 9	03/01/I	\$115.00
SPED 10	03/01/J	\$120.00

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

RIVER OAKS ACADEMY
MISCELLANEOUS CERTIFICATED SALARY SCHEDULE
2026-2027

POSITION	SCHEDULE	HOURLY RATE
COUNSELOR	09/A/001	\$75.00
SUMMER SCHOOL TEACHER	09/B/001	\$50.00
SPEECH & LANGUAGE PATHOLOGIST	09/C/001	\$50.00

CERTIFICATED STIPENDS	STIPEND AMOUNT
ENRICHMENT WORKSHOP TEACHER <i>(Per 10 Week Workshops)</i>	\$750.00
INDUCTION MENTOR <i>(Per Semester, Per Inductee)</i>	\$750.00
ACADEMIC CLASS TEACHER <i>(Per Semester)</i>	\$2,100.00
HIGH SCHOOL SPECIALIST <i>(Per Semester)</i>	\$2,100.00
LIBRARY RE-ORGANIZATION <i>(Annual)</i>	\$2,500.00
MENTAL HEALTH WELLNESS COORDINATOR <i>(Annual)</i>	\$3,000.00
ELPAC/EL COORDINATOR <i>(Annual)</i>	\$5,000.00
WORKSHOP COORDINATOR <i>(Annual)</i>	\$5,000.00
ATTENDANCE COMPLIANCE <i>(Annual)</i>	\$6,000.00
RESOURCE CENTER COORDINATOR <i>(Annual)</i>	\$7,000.00
TECHNOLOGY STIPEND <i>(Monthly)</i>	
Employee's who qualify and submit Telework Agreement	\$40.00

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: July 24, 2026

RIVER OAKS
CLASSIFIED MONTHLY SALARY SCHEDULE
2026-2027

MONTHLY POSITIONS	SCHEDULE/RANGE	MONTHLY RATE	HOURLY RATE
Administrative Assistant II	02/01/A	\$5,418.30	\$31.26
260 Days	02/01/B	\$5,582.96	\$32.21
	02/01/C	\$5,749.36	\$33.17
	02/01/D	\$5,922.69	\$34.17
	02/01/E	\$6,097.75	\$35.18
	02/01/F	\$6,283.21	\$36.25
	02/01/G	\$6,470.41	\$37.33
	02/01/H	\$6,666.27	\$38.46
	02/01/I	\$6,867.33	\$39.62
	02/01/J	\$7,075.33	\$40.82
	02/01/K	\$7,286.79	\$42.04

Administrative Assistant	02/02/A	\$4,459.78	\$25.73
236 Days	02/02/B	\$4,593.25	\$26.50
	02/02/C	\$4,730.18	\$27.29
	02/02/D	\$4,872.31	\$28.11
	02/02/E	\$5,017.90	\$28.95
	02/02/F	\$5,166.97	\$29.81
	02/02/G	\$5,322.96	\$30.71
	02/02/H	\$5,484.16	\$31.64
	02/02/I	\$5,647.09	\$32.58
	02/02/J	\$5,816.95	\$33.56
	02/02/K	\$5,990.28	\$34.56
	02/02/L	\$6,170.55	\$35.60
	02/02/M	\$6,356.01	\$36.67
	02/02/N	\$6,666.27	\$38.46

Administrative Assistant I	02/03/A	\$4,449.38	\$25.67
260 Days	02/03/B	\$4,582.85	\$26.44
	02/03/C	\$4,721.51	\$27.24
	02/03/D	\$4,861.91	\$28.05
	02/03/E	\$5,009.24	\$28.90
	02/03/F	\$5,160.03	\$29.77
	02/03/G	\$5,314.30	\$30.66
	02/03/H	\$5,473.76	\$31.58
	02/03/I	\$5,638.42	\$32.53
	02/03/J	\$5,808.29	\$33.51
	02/03/K	\$5,981.62	\$34.51

Monthly rate based on 173.33 hours per month.

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

CLASS MONTHLY

RIVER OAKS
CLASSIFIED HOURLY ALARY SCHEDULE
2026-2027

HOURLY POSITIONS	SCHEDULE/RANGE	HOURLY RATE
Instructional Aide	04/01/A	\$25.28
Office Assistant	04/01/B	\$26.06
	04/01/C	\$26.83
	04/01/D	\$27.64
	04/01/E	\$28.48
	04/01/F	\$29.33
	04/01/G	\$30.21
	04/01/H	\$31.11
	04/01/I	\$32.04
	04/01/J	\$33.00
	04/01/K	\$33.99
	04/01/L	\$35.01
Clerical Assistant	04/02/A	\$17.50
	04/02/B	\$18.03
	04/02/C	\$18.57
	04/02/D	\$19.13
	04/02/E	\$19.70
	04/02/F	\$20.30
	04/02/G	\$20.90
	04/02/H	\$21.53
	04/02/I	\$22.18
Accounting Assistant	04/05/A	\$24.66
	04/05/B	\$25.88
	04/05/C	\$27.17
	04/05/D	\$28.52
	04/05/E	\$29.94
Handyman	04/03/A	\$65.00
Learning Support Specialist	04/03/B	\$70.00
Information Technology Specialist	04/04/A	\$25.00
	04/04/B	\$26.52
	04/04/C	\$28.73
	04/04/D	\$29.85
	04/04/E	\$31.66
	04/04/F	\$33.59
	04/04/G	\$35.64
	04/04/H	\$37.81
	04/04/I	\$39.10
	04/04/J	\$40.27
	04/04/K	\$41.48
	04/04/L	\$42.72
	04/04/M	\$44.00

Health and Welfare Annual Cap: \$21,559.39

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

CLASS HOURLY

**RIVER OAKS ACADEMY
MISCELLANEOUS CLASSIFIED SALARY SCHEDULE
2026-2027**

STIPENDS	SCHEDULE	MONTHLY RATE*
TECHNOLOGY STIPEND **Employee's who qualify and submit Telework Agreement**	11/1	\$40.00

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

**RIVER OAKS ACADEMY
ENRICHMENT SALARY SCHEDULE
2026-2027**

POSITION	SCHEDULE/RANGE	HOURLY RATE
ENRICH 1	05/01/A	\$40.00
ENRICH 2	05/01/B	\$45.00
ENRICH 3	05/01/C	\$50.00
ENRICH 4	05/01/D	\$55.00
ENRICH 5	05/01/E	\$60.00
ENRICH 6	05/01/F	\$65.00
ENRICH 7	05/01/G	\$70.00
ENRICH 8	05/01/H	\$75.00
ENRICH 9	05/01/I	\$80.00
ENRICH 10	05/01/J	\$85.00
ENRICH 11	05/01/K	\$90.00
ENRICH 12	05/01/L	\$95.00
ENRICH 13	05/01/M	\$100.00
ENRICH 14	05/01/N	\$105.00
ENRICH 15	05/01/O	\$110.00
ENRICH 16	05/01/P	\$115.00

EFFECTIVE: July 1, 2026

BOARD ADOPTED:

REVISED: May 28, 2026

ENRICHMENT