

**RIVER OAKS ACADEMY  
 CERTIFICATED MANAGEMENT SALARY SCHEDULE  
 2022 - 2023**

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
DIRECTOR 225 Contract Days	CETMAN	ANNUAL Daily	\$139,758.00 \$621.15	\$143,952.00 \$639.79	\$148,271.00 \$658.98	\$152,718.00 \$678.75	\$155,893.00 \$692.86	\$160,569.00 \$713.64	\$165,387.00 \$735.05	\$170,348.00 \$757.10	\$175,458.00 \$779.81

POSITION	SCHEDULE	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Instructional Coordinator 225 Contract Days	IC	ANNUAL Daily	\$93,782.00 \$416.81	\$98,718.00 \$438.75	\$103,914.00 \$461.84	\$109,382.00 \$486.14	\$115,140.00 \$511.73	\$115,140.00 \$511.73	\$115,140.00 \$511.73	\$115,140.00 \$511.73

Health and Welfare Annual Cap: ROA will pay health benefits in full for Director

EFFECTIVE: July 1, 2022

BOARD ADOPTED:

REVISED: May 11, 2022

**RIVER OAKS ACADEMY  
CERTIFICATED SALARY SCHEDULE  
2022 - 2023**

STEP	01/CL1 TEACHER 185 Days	01/CL2 LEAD TEACHER 185 Days	01C/CL3 COUNSELOR 180 Days	01/CL4 SCIENCE/AUXILIARY 185 Days
1	49,958.33	57,832.78	52,680.00	46,690.04
2	51,456.60	59,566.93	54,260.00	48,090.20
3	52,998.28	61,353.92	55,889.00	49,531.86
4	54,589.02	63,195.63	57,565.00	51,018.82
5	56,226.94	65,090.18	59,292.00	52,549.18
6	57,913.92	67,043.22	61,070.00	54,126.71
7	59,651.84	69,052.88	62,901.00	55,747.64
8	61,440.72	71,124.80	64,788.00	57,421.41
9	63,282.43	73,259.00	66,732.00	59,142.35
10	65,180.75	75,455.47	68,734.00	60,916.13
11	67,135.69	77,721.76	70,797.00	62,744.64
12	69,151.00	80,052.20	72,921.00	64,625.98
13	71,224.82	82,454.35		66,565.81
14	73,360.90	84,928.21		68,562.26
15	75,564.92	87,475.66		70,620.98
16	77,831.20	90,100.48		
17	80,165.42	92,802.66		
18	82,570.39	95,586.74		
19	85,047.50	98,454.34		

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

185 teacher days

Health and Welfare Annual Cap: \$17,737

EFFECTIVE: July 1, 2022

BOARD ADOPTED:

REVISED: May 11, 2022

**RIVER OAKS ACADEMY  
CERTIFICATED HOURLY SALARY SCHEDULE  
2022 - 2023**

STEP	01H/CL1 TEACHER	01H/CL2 LEAD TEACHER	01H/CL3 COUNSELOR	01H/CL4 SCIENCE/AUXILIARY
1	33.76	39.08	36.58	31.55
2	34.77	40.25	37.68	32.49
3	35.81	41.46	38.81	33.47
4	36.88	42.70	39.98	34.47
5	37.99	43.98	41.18	35.51
6	39.13	45.30	42.41	36.57
7	40.31	46.66	43.68	37.67
8	41.51	48.06	44.99	38.80
9	42.76	49.50	46.34	39.96
10	44.04	50.98	47.73	41.16
11	45.36	52.51	49.16	42.40
12	46.72	54.09	50.64	43.67
13	48.12	55.71		44.98
14	49.57	57.38		46.33
15	51.06	59.11		47.72
16	52.59	60.88		
17	54.17	62.70		
18	55.79	64.59		
19	57.46	66.52		

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

185 teacher days

Health and Welfare Annual Cap: \$17,737

EFFECTIVE: July 1, 2022

BOARD ADOPTED:

REVISED: May 11, 2022

**RIVER OAKS**  
 2022 - 2023  
 EDUCATIONAL FACILITATORS  
 RATE PER STUDENT DAY

POSITION	SCHEDULE	K-8	SCHEDULE	9th-12th
EDUCATIONAL FACILITATOR 1	07/001/1	\$11.04	07/001/2	\$11.36
EDUCATIONAL FACILITATOR 2	07/002/1	\$11.36	07/002/2	\$11.70
EDUCATIONAL FACILITATOR 3	07/003/1	\$11.70	07/003/2	\$12.05
EDUCATIONAL FACILITATOR 4	07/004/1	\$12.05	07/004/2	\$12.42
EDUCATIONAL FACILITATOR 5	07/005/1	\$12.42	07/005/2	\$12.79
EDUCATIONAL FACILITATOR 6	07/006/1	\$12.79	07/006/2	\$13.17
EDUCATIONAL FACILITATOR 7	07/007/1	\$13.17	07/007/2	\$13.57
EDUCATIONAL FACILITATOR 8	07/008/1	\$13.57	07/008/2	\$13.97
EDUCATIONAL FACILITATOR 9	07/009/1	\$13.97	07/009/2	\$14.39
EDUCATIONAL FACILITATOR 10	07/010/1	\$14.39	07/010/2	\$14.82
EDUCATIONAL FACILITATOR 11	07/011/1	\$14.82	07/011/2	\$15.27
EDUCATIONAL FACILITATOR 12	07/012/1	\$15.27	07/012/2	\$15.73
EDUCATIONAL FACILITATOR 13	07/013/1	\$15.73	07/013/2	\$16.20

175 Student Days and 7 Professional Development Days paid at \$125 per day  
 Compensation is based upon years of service and full-time equivalent (FTE) status  
 Full-time equivalent is defined as serving 25 students for one school year  
 (175 days x 25 students = 4,375 student days)

Health and Welfare Annual Cap: \$17,737

EFFECTIVE: July 1, 2022  
 BOARD ADOPTED:  
 REVISED: May 11, 2022

**RIVER OAKS**  
2022 - 2023  
EDUCATIONAL FACILITATORS  
RATE PER HOUR

POSITION	SCHEDULE	K-8	SCHEDULE	9th-12th
EDUCATIONAL FACILITATOR 1	07/001/1	\$34.50	07/001/2	\$35.50
EDUCATIONAL FACILITATOR 2	07/002/1	\$35.50	07/002/2	\$36.56
EDUCATIONAL FACILITATOR 3	07/003/1	\$36.56	07/003/2	\$37.66
EDUCATIONAL FACILITATOR 4	07/004/1	\$37.66	07/004/2	\$38.81
EDUCATIONAL FACILITATOR 5	07/005/1	\$38.81	07/005/2	\$39.97
EDUCATIONAL FACILITATOR 6	07/006/1	\$39.97	07/006/2	\$41.16
EDUCATIONAL FACILITATOR 7	07/007/1	\$41.16	07/007/2	\$42.41
EDUCATIONAL FACILITATOR 8	07/008/1	\$42.41	07/008/2	\$43.66
EDUCATIONAL FACILITATOR 9	07/009/1	\$43.66	07/009/2	\$44.97
EDUCATIONAL FACILITATOR 10	07/010/1	\$44.97	07/010/2	\$46.31
EDUCATIONAL FACILITATOR 11	07/011/1	\$46.31	07/011/2	\$47.72
EDUCATIONAL FACILITATOR 12	07/012/1	\$47.72	07/012/2	\$49.16
EDUCATIONAL FACILITATOR 13	07/013/1	\$49.16	07/013/2	\$50.63

175 Student Days and 7 Professional Development Days paid at \$125 per day  
 Compensation is based upon years of service and full-time equivalent (FTE) status  
 Full-time equivalent is defined as serving 25 students for one school year  
 (175 days x 25 students = 4,375 student days)  
 Hourly rate is based on 25 students per day (3.125 students = 1 hour)

Health and Welfare Annual Cap: \$17,737

EFFECTIVE: July 1, 2022  
 BOARD ADOPTED:  
 REVISED: May 11, 2022

**RIVER OAKS ACADEMY**  
**MISCELLANEOUS CERTIFICATED/CLASSIFIED SALARY SCHEDULE**  
**2022 - 2023**

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, 2022

BOARD ADOPTED:

REVISED:

**RIVER OAKS ACADEMY  
SPECIAL EDUCATION SALARY SCHEDULE  
2022 - 2023**

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

EFFECTIVE: July 1, 2022

BOARD ADOPTED:

REVISED:

**RIVER OAKS ACADEMY  
MISCELLANEOUS CERTIFICATED SALARY SCHEDULE  
2022 - 2023**

POSITION	SCHEDULE	DAILY RATE
SUBSTITUTE TEACHER	06/Cert Daily A/001	\$125.00
COUNSELOR	09/Certif Hourly A/001	\$75.00
SUMMER SCHOOL TEACHER	B/001	\$50.00

EFFECTIVE: July 1, 2022

BOARD ADOPTED:

REVISED:



**RIVER OAKS**  
**CLASSIFIED SALARY SCHEDULE**  
**2022 - 2023**  
**MONTHLY**

MONTHLY POSITIONS	SCHEDULE	MONTHLY RATE	HOURLY RATE
Administrative Assistant 260 Days	02/01/A	\$4,737.11	\$27.33
	02/01/B	\$4,879.24	\$28.15
	02/01/C	\$5,024.84	\$28.99
	02/01/D	\$5,177.37	\$29.87
	02/01/E	\$5,329.90	\$30.75
	02/01/F	\$5,491.09	\$31.68
	02/01/G	\$5,655.76	\$32.63
	02/01/H	\$5,827.35	\$33.62
	02/01/I	\$6,002.42	\$34.63
	02/01/J	\$6,184.41	\$35.68
	02/01/K	\$6,369.88	\$36.75
Administrative Assistant 236 Days	02/02/A	\$3,898.19	\$22.49
	02/02/B	\$4,014.32	\$23.16
	02/02/C	\$4,135.65	\$23.86
	02/02/D	\$4,258.72	\$24.57
	02/02/E	\$4,386.98	\$25.31
	02/02/F	\$4,516.98	\$26.06
	02/02/G	\$4,653.91	\$26.85
	02/02/H	\$4,792.57	\$27.65
	02/02/I	\$4,936.44	\$28.48
	02/02/J	\$5,085.50	\$29.34
	02/02/K	\$5,236.30	\$30.21
	02/02/L	\$5,394.03	\$31.12
	02/02/M	\$5,556.96	\$32.06
	02/02/N	\$5,827.35	\$33.62

Health and Welfare Annual Cap: \$17,737  
Step Advancement on Anniversary Date  
Monthly rate based on 173.33 hrs/month

EFFECTIVE: July 1, 2022  
BOARD ADOPTED:  
REVISED:

**RIVER OAKS**  
**MISCELLANEOUS CLASSIFIED SALARY SCHEDULE**  
 2022 - 2023  
**HOURLY**

HOURLY POSITIONS	SCHEDULE	HOURLY RATE
Office Assistant	04/01/A	\$22.10
	04/01/B	\$22.78
	04/01/C	\$23.45
	04/01/D	\$24.16
	04/01/E	\$24.89
	04/01/F	\$25.63
	04/01/G	\$26.40
	04/01/H	\$27.19
	04/01/I	\$28.01
Clerical Assistant	04/02/A	\$15.30
	04/02/B	\$15.76
	04/02/C	\$16.23
	04/02/D	\$16.72
	04/02/E	\$17.22
	04/02/F	\$17.74
Handyman	04/03/A	\$65.00

Health and Welfare Annual Cap: \$17,737

EFFECTIVE: July 1, 2022  
 BOARD ADOPTED:

**RIVER OAKS ACADEMY  
ENRICHMENT SALARY SCHEDULE  
2022 - 2023**

POSITION	SCHEDULE	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, 2022

BOARD ADOPTED:

REVISED: