



CERTIFICATED ANNUAL RATE SCHEDULE 2019/2020 Salary Schedule

Masters Stipend \$1,250.00
Waldorf Certification Stipend \$5,000.00

Exp. 4%	Blue Oak Experience											
	1	2	3	4	5	6	7	8	9	10	12	14
7	N/A	N/A	N/A	N/A	N/A	\$45,941.00	\$46,766.00	N/A	N/A	N/A	N/A	N/A
8	N/A	N/A	N/A	\$45,175.00	\$46,046.00	\$46,914.00	\$47,778.00	\$48,637.00	N/A	N/A	N/A	N/A
9	N/A	N/A	\$45,168.00	\$46,074.00	\$46,982.00	\$47,887.00	\$48,791.00	\$49,690.00	\$50,582.00	N/A	N/A	N/A
10**	\$45,160.00	\$45,160.00	\$46,033.00	\$46,974.00	\$47,917.00	\$48,861.00	\$49,803.00	\$50,742.00	\$51,677.00	\$52,606.00	N/A	N/A
12	N/A	\$45,926.00	\$46,898.00	\$47,874.00	\$48,853.00	\$49,834.00	\$50,815.00	\$51,795.00	\$52,772.00	\$53,744.00	\$54,710.00	N/A
14	N/A	N/A	\$47,763.00	\$48,774.00	\$49,789.00	\$50,807.00	\$51,827.00	\$52,848.00	\$53,867.00	\$54,883.00	\$55,894.00	\$56,898.00
16	N/A	N/A	N/A	\$49,674.00	\$50,725.00	\$51,791.00	\$52,840.00	\$53,901.00	\$54,962.00	\$56,022.00	\$57,078.00	\$58,130.00
18	N/A	N/A	N/A	N/A	\$51,661.00	\$52,754.00	\$53,852.00	\$54,953.00	\$56,057.00	\$57,160.00	\$58,262.00	\$59,361.00
20	N/A	N/A	N/A	N/A	N/A	\$53,727.00	\$54,864.00	\$5,606.00	\$57,151.00	\$58,299.00	\$59,447.00	\$60,593.00
22	N/A	N/A	N/A	N/A	N/A	N/A	\$55,876.00	\$57,059.00	\$58,246.00	\$59,438.00	\$60,631.00	\$61,824.00
24	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$58,112.00	\$59,341.00	\$60,576.00	\$61,815.00	\$63,056.00

Years teaching experience is defined as working 80% or more of any given school year in a certificated position

**Years at Blue Oak based on years teaching in Blue Oak classroom as a full time certificated teacher*

Does not account for time employed at BO in another capacity

***Maximum previous experience 10 years*

Additional Stipends provided for required activities (see Required Activities Spreadsheet)