

**Certificated Salary Schedule  
2016/2017 School Year  
(Board Approved: 5/9/2014)**



**Salary Table**

<b>Step</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>
Years of Experience	BA + 0-29 credits	BA + 30 or Masters	BA + 45 or (Masters + 15)	BA + 75 or (Masters + 30)
1	\$ 43,200.00	\$ 43,700.00	\$ 44,200.00	\$ 44,700.00
2	\$ 44,064.00	\$ 44,574.00	\$ 45,084.00	\$ 45,594.00
3	\$ 44,945.28	\$ 45,465.48	\$ 45,985.68	\$ 46,505.88
4	\$ 45,844.19	\$ 46,374.79	\$ 46,905.39	\$ 47,436.00
5	\$ 46,761.07	\$ 47,302.29	\$ 47,843.50	\$ 48,384.72
6	\$ 47,696.29	\$ 48,248.33	\$ 48,800.37	\$ 49,352.41
7	\$ 48,650.22	\$ 49,213.30	\$ 49,776.38	\$ 50,339.46
8	\$ 49,623.22	\$ 50,197.56	\$ 50,771.91	\$ 51,346.25
9	\$ 50,615.69	\$ 51,201.51	\$ 51,787.34	\$ 52,373.17
10	\$ 51,628.00	\$ 52,225.55	\$ 52,823.09	\$ 53,420.64
11	\$ 52,660.56	\$ 53,270.06	\$ 53,879.55	\$ 54,489.05
12	\$ 53,713.77	\$ 54,335.46	\$ 54,957.14	\$ 55,578.83
13	\$ 54,788.05	\$ 55,422.17	\$ 56,056.29	\$ 56,690.41
14	\$ 55,883.81	\$ 56,530.61	\$ 57,000.00	\$ 57,824.22
15	\$ 57,001.48	\$ 57,661.22	\$ 58,320.96	\$ 58,980.70
16	\$ 58,141.51	\$ 58,814.45	\$ 59,487.38	\$ 60,160.31
17	\$ 59,304.34	\$ 59,990.74	\$ 60,677.13	\$ 61,363.52
18	\$ 60,490.43	\$ 61,190.55	\$ 61,890.67	\$ 62,590.79
19	\$ 61,700.24	\$ 62,414.36	\$ 63,128.48	\$ 63,842.61

**Waldorf Training Compensation**

<b>% Complete</b>	<b>25%</b>	<b>50%</b>	<b>75%</b>	<b>Complete</b>
<b>Amount</b>	\$ 1,250.00	\$ 2,500.00	\$ 3,750.00	\$ 5,000.00

\* Paid in addition to amount indicated in Salary Table after substantiation

Note: Step of Highest Entry

Initial Salary Placement - Negotiation upon hire. Annual increases one-step per year unless otherwise directed by the Board.

**2012/13**

+ Longevity pay suspended

**2011/12**

+ Longevity pay suspended

**2010/11**

+ This salary schedule was created in 2010/2011

+ Due to salary freeze, employees were not awarded a step increase in 2010/11

+ Longevity pay was suspended

+ Paychecks distributed once per month

# Classified Salary Schedule

Board Approved: 3-12-14



GOLDEN VALLEY  
CHARTER SCHOOLS

			0	1	2	3	4	5	6	7	8	9	10	11
Range	Job Title	Working Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
1		207	\$ 12.00 \$ 1,552.50	\$ 12.36 \$ 1,599.08	\$ 12.73 \$ 1,647.05	\$ 13.11 \$ 1,696.46	\$ 13.51 \$ 1,747.35	\$ 13.91 \$ 1,799.77	\$ 14.33 \$ 1,853.77	\$ 14.76 \$ 1,909.38	\$ 15.20 \$ 1,966.66	\$ 15.66 \$ 2,025.66	\$ 16.13 \$ 2,086.43	\$ 16.61 \$ 2,149.02
2	Aftercare Assistant	207	\$ 13.00 \$ 1,681.88	\$ 13.39 \$ 1,732.33	\$ 13.79 \$ 1,784.30	\$ 14.21 \$ 1,837.83	\$ 14.63 \$ 1,892.97	\$ 15.07 \$ 1,949.75	\$ 15.52 \$ 2,008.25	\$ 15.99 \$ 2,068.49	\$ 16.47 \$ 2,130.55	\$ 16.96 \$ 2,194.47	\$ 17.47 \$ 2,260.30	\$ 18.00 \$ 2,328.11
3	Site Admin I	198	\$ 14.00 \$ 1,732.50	\$ 14.42 \$ 1,784.48	\$ 14.85 \$ 1,838.01	\$ 15.30 \$ 1,893.15	\$ 15.76 \$ 1,949.94	\$ 16.23 \$ 2,008.44	\$ 16.72 \$ 2,068.70	\$ 17.22 \$ 2,130.76	\$ 17.73 \$ 2,194.68	\$ 18.27 \$ 2,260.52	\$ 18.81 \$ 2,328.34	\$ 19.38 \$ 2,398.19
4	Site Admin II	198	\$ 15.00 \$ 1,856.25	\$ 15.45 \$ 1,911.94	\$ 15.91 \$ 1,969.30	\$ 16.39 \$ 2,028.37	\$ 16.88 \$ 2,089.23	\$ 17.39 \$ 2,151.90	\$ 17.91 \$ 2,216.46	\$ 18.45 \$ 2,282.95	\$ 19.00 \$ 2,351.44	\$ 19.57 \$ 2,421.99	\$ 20.16 \$ 2,494.64	\$ 20.76 \$ 2,569.48
5	CO Admin I, Aftercare Specialist	220	\$ 16.00 \$ 2,200.00	\$ 16.48 \$ 2,266.00	\$ 16.97 \$ 2,333.98	\$ 17.48 \$ 2,404.00	\$ 18.01 \$ 2,476.12	\$ 18.55 \$ 2,550.40	\$ 19.10 \$ 2,626.92	\$ 19.68 \$ 2,705.72	\$ 20.27 \$ 2,786.89	\$ 20.88 \$ 2,870.50	\$ 21.50 \$ 2,956.62	\$ 22.15 \$ 3,045.31
6	CO Admin II	220	\$ 17.00 \$ 2,337.50	\$ 17.51 \$ 2,407.63	\$ 18.04 \$ 2,479.85	\$ 18.58 \$ 2,554.25	\$ 19.13 \$ 2,630.88	\$ 19.71 \$ 2,709.80	\$ 20.30 \$ 2,791.10	\$ 20.91 \$ 2,874.83	\$ 21.54 \$ 2,961.08	\$ 22.18 \$ 3,049.91	\$ 22.85 \$ 3,141.40	\$ 23.53 \$ 3,235.65
7		200	\$ 18.00 \$ 2,250.00	\$ 18.54 \$ 2,317.50	\$ 19.10 \$ 2,387.03	\$ 19.67 \$ 2,458.64	\$ 20.26 \$ 2,532.39	\$ 20.87 \$ 2,608.37	\$ 21.49 \$ 2,686.62	\$ 22.14 \$ 2,767.22	\$ 22.80 \$ 2,850.23	\$ 23.49 \$ 2,935.74	\$ 24.19 \$ 3,023.81	\$ 24.92 \$ 3,114.53
8		180	\$ 19.00 \$ 2,137.50	\$ 19.57 \$ 2,201.63	\$ 20.16 \$ 2,267.67	\$ 20.76 \$ 2,335.70	\$ 21.38 \$ 2,405.78	\$ 22.03 \$ 2,477.95	\$ 22.69 \$ 2,552.29	\$ 23.37 \$ 2,628.86	\$ 24.07 \$ 2,707.72	\$ 24.79 \$ 2,788.95	\$ 25.53 \$ 2,872.62	\$ 26.30 \$ 2,958.80
9		227	\$ 20.00 \$ 2,837.50	\$ 20.60 \$ 2,922.63	\$ 21.22 \$ 3,010.30	\$ 21.85 \$ 3,100.61	\$ 22.51 \$ 3,193.63	\$ 23.19 \$ 3,289.44	\$ 23.88 \$ 3,388.12	\$ 24.60 \$ 3,489.77	\$ 25.34 \$ 3,594.46	\$ 26.10 \$ 3,702.29	\$ 26.88 \$ 3,813.36	\$ 27.68 \$ 3,927.76
10		200	\$ 21.00 \$ 2,625.00	\$ 21.63 \$ 2,703.75	\$ 22.28 \$ 2,784.86	\$ 22.95 \$ 2,868.41	\$ 23.64 \$ 2,954.46	\$ 24.34 \$ 3,043.09	\$ 25.08 \$ 3,134.39	\$ 25.83 \$ 3,228.42	\$ 26.60 \$ 3,325.27	\$ 27.40 \$ 3,425.03	\$ 28.22 \$ 3,527.78	\$ 29.07 \$ 3,633.61
11		200	\$ 22.00 \$ 2,750.00	\$ 22.66 \$ 2,832.50	\$ 23.34 \$ 2,917.48	\$ 24.04 \$ 3,005.00	\$ 24.76 \$ 3,095.15	\$ 25.50 \$ 3,188.00	\$ 26.27 \$ 3,283.64	\$ 27.06 \$ 3,382.15	\$ 27.87 \$ 3,483.62	\$ 28.71 \$ 3,588.13	\$ 29.57 \$ 3,695.77	\$ 30.45 \$ 3,806.64
12		227	\$ 23.00 \$ 3,263.13	\$ 23.69 \$ 3,361.02	\$ 24.40 \$ 3,461.85	\$ 25.13 \$ 3,565.70	\$ 25.89 \$ 3,672.68	\$ 26.66 \$ 3,782.86	\$ 27.46 \$ 3,896.34	\$ 28.29 \$ 4,013.23	\$ 29.14 \$ 4,133.63	\$ 30.01 \$ 4,257.64	\$ 30.91 \$ 4,385.37	\$ 31.84 \$ 4,516.93
13		200	\$ 24.00 \$ 3,000.00	\$ 24.72 \$ 3,090.00	\$ 25.46 \$ 3,182.70	\$ 26.23 \$ 3,278.18	\$ 27.01 \$ 3,376.53	\$ 27.82 \$ 3,477.82	\$ 28.66 \$ 3,582.16	\$ 29.52 \$ 3,689.62	\$ 30.40 \$ 3,800.31	\$ 31.31 \$ 3,914.32	\$ 32.25 \$ 4,031.75	\$ 33.22 \$ 4,152.70
14		200	\$ 25.00 \$ 3,125.00	\$ 25.75 \$ 3,218.75	\$ 26.52 \$ 3,315.31	\$ 27.32 \$ 3,414.77	\$ 28.14 \$ 3,517.22	\$ 28.98 \$ 3,622.73	\$ 29.85 \$ 3,731.41	\$ 30.75 \$ 3,843.36	\$ 31.67 \$ 3,958.66	\$ 32.62 \$ 4,077.42	\$ 33.60 \$ 4,199.74	\$ 34.61 \$ 4,325.73
15		200	\$ 26.00 \$ 3,250.00	\$ 26.78 \$ 3,347.50	\$ 27.58 \$ 3,447.93	\$ 28.41 \$ 3,551.36	\$ 29.26 \$ 3,657.90	\$ 30.14 \$ 3,767.64	\$ 31.05 \$ 3,880.67	\$ 31.98 \$ 3,997.09	\$ 32.94 \$ 4,117.00	\$ 33.92 \$ 4,240.51	\$ 34.94 \$ 4,367.73	\$ 35.99 \$ 4,498.76
16		200	\$ 27.00 \$ 3,375.00	\$ 27.81 \$ 3,476.25	\$ 28.64 \$ 3,580.54	\$ 29.50 \$ 3,687.95	\$ 30.39 \$ 3,798.59	\$ 31.30 \$ 3,912.55	\$ 32.24 \$ 4,029.93	\$ 33.21 \$ 4,150.82	\$ 34.20 \$ 4,275.35	\$ 35.23 \$ 4,403.61	\$ 36.29 \$ 4,535.72	\$ 37.37 \$ 4,671.79
17		200	\$ 28.00 \$ 3,500.00	\$ 28.84 \$ 3,605.00	\$ 29.71 \$ 3,713.15	\$ 30.60 \$ 3,824.54	\$ 31.51 \$ 3,939.28	\$ 32.46 \$ 4,057.46	\$ 33.43 \$ 4,179.18	\$ 34.44 \$ 4,304.56	\$ 35.47 \$ 4,433.70	\$ 36.53 \$ 4,566.71	\$ 37.63 \$ 4,703.71	\$ 38.76 \$ 4,844.82
18		180	\$ 29.00 \$ 3,262.50	\$ 29.87 \$ 3,360.38	\$ 30.77 \$ 3,461.19	\$ 31.69 \$ 3,565.02	\$ 32.64 \$ 3,671.97	\$ 33.62 \$ 3,782.13	\$ 34.63 \$ 3,895.60	\$ 35.67 \$ 4,012.46	\$ 36.74 \$ 4,132.84	\$ 37.84 \$ 4,256.82	\$ 38.97 \$ 4,384.53	\$ 40.14 \$ 4,516.06
19		200	\$ 30.00 \$ 3,750.00	\$ 30.90 \$ 3,862.50	\$ 31.83 \$ 3,978.38	\$ 32.78 \$ 4,097.73	\$ 33.77 \$ 4,220.66	\$ 34.78 \$ 4,347.28	\$ 35.82 \$ 4,477.70	\$ 36.90 \$ 4,612.03	\$ 38.00 \$ 4,750.39	\$ 39.14 \$ 4,892.90	\$ 40.32 \$ 5,039.69	\$ 41.53 \$ 5,190.88
20		200	\$ 31.00 \$ 3,875.00	\$ 31.93 \$ 3,991.25	\$ 32.89 \$ 4,110.99	\$ 33.87 \$ 4,234.32	\$ 34.89 \$ 4,361.35	\$ 35.94 \$ 4,492.19	\$ 37.02 \$ 4,626.95	\$ 38.13 \$ 4,765.76	\$ 39.27 \$ 4,908.73	\$ 40.45 \$ 5,056.00	\$ 41.66 \$ 5,207.68	\$ 42.91 \$ 5,363.91
21	Subject Specialists	180	\$ 32.00 \$ 3,600.00	\$ 32.96 \$ 3,708.00	\$ 33.95 \$ 3,819.24	\$ 34.97 \$ 3,933.82	\$ 36.02 \$ 4,051.83	\$ 37.10 \$ 4,173.39	\$ 38.21 \$ 4,298.59	\$ 39.36 \$ 4,427.55	\$ 40.54 \$ 4,560.37	\$ 41.75 \$ 4,697.18	\$ 43.01 \$ 4,838.10	\$ 44.30 \$ 4,983.24
22		185	\$ 33.00 \$ 3,815.63	\$ 33.99 \$ 3,930.09	\$ 35.01 \$ 4,048.00	\$ 36.06 \$ 4,169.44	\$ 37.14 \$ 4,294.52	\$ 38.26 \$ 4,423.36	\$ 39.40 \$ 4,556.06	\$ 40.59 \$ 4,692.74	\$ 41.80 \$ 4,833.52	\$ 43.06 \$ 4,978.53	\$ 44.35 \$ 5,127.88	\$ 45.68 \$ 5,281.72
23		200	\$ 34.00 \$ 4,250.00	\$ 35.02 \$ 4,377.50	\$ 36.07 \$ 4,508.83	\$ 37.15 \$ 4,644.09	\$ 38.27 \$ 4,783.41	\$ 39.42 \$ 4,926.91	\$ 40.60 \$ 5,074.72	\$ 41.82 \$ 5,226.96	\$ 43.07 \$ 5,383.77	\$ 44.36 \$ 5,545.29	\$ 45.69 \$ 5,711.64	\$ 47.06 \$ 5,882.99
24		200	\$ 35.00 \$ 4,375.00	\$ 36.05 \$ 4,506.25	\$ 37.13 \$ 4,641.44	\$ 38.25 \$ 4,780.68	\$ 39.39 \$ 4,924.10	\$ 40.57 \$ 5,071.82	\$ 41.79 \$ 5,223.98	\$ 43.05 \$ 5,380.70	\$ 44.34 \$ 5,542.12	\$ 45.67 \$ 5,708.38	\$ 47.04 \$ 5,879.63	\$ 48.45 \$ 6,056.02

## Administrative Management Salary Schedule

Board Approved: 3-12-14

Salary Range	Job Title	Work Days	0 Step 1	1 Step 2	2 Step 3	3 Step 4	4 Step 5	5 Step 6	6 Step 7	7 Step 8	8 Step 9	9 Step 10
1			\$ 40,000	\$ 41,200	\$ 42,436	\$ 43,709	\$ 45,020	\$ 46,371	\$ 47,762	\$ 49,195	\$ 50,671	\$ 52,191
2			\$ 42,000	\$ 43,260	\$ 44,558	\$ 45,895	\$ 47,271	\$ 48,690	\$ 50,150	\$ 51,655	\$ 53,204	\$ 54,800
3			\$ 44,000	\$ 45,320	\$ 46,680	\$ 48,080	\$ 49,522	\$ 51,008	\$ 52,538	\$ 54,114	\$ 55,738	\$ 57,410
4	HR Manager I		\$ 46,000	\$ 47,380	\$ 48,801	\$ 50,265	\$ 51,773	\$ 53,327	\$ 54,926	\$ 56,574	\$ 58,271	\$ 60,020
5			\$ 48,000	\$ 49,440	\$ 50,923	\$ 52,451	\$ 54,024	\$ 55,645	\$ 57,315	\$ 59,034	\$ 60,805	\$ 62,629
6	Business Manager I	211	\$ 50,000	\$ 51,500	\$ 53,045	\$ 54,636	\$ 56,275	\$ 57,964	\$ 59,703	\$ 61,494	\$ 63,339	\$ 65,239
7			\$ 52,000	\$ 53,560	\$ 55,167	\$ 56,822	\$ 58,526	\$ 60,282	\$ 62,091	\$ 63,953	\$ 65,872	\$ 67,848
8	Curriculum Specialist	211	\$ 54,000	\$ 55,620	\$ 57,289	\$ 59,007	\$ 60,777	\$ 62,601	\$ 64,479	\$ 66,413	\$ 68,406	\$ 70,458
9		211	\$ 56,000	\$ 57,680	\$ 59,410	\$ 61,193	\$ 63,028	\$ 64,919	\$ 66,867	\$ 68,873	\$ 70,939	\$ 73,067
10			\$ 58,000	\$ 59,740	\$ 61,532	\$ 63,378	\$ 65,280	\$ 67,238	\$ 69,255	\$ 71,333	\$ 73,473	\$ 75,677
11			\$ 60,000	\$ 61,800	\$ 63,654	\$ 65,564	\$ 67,531	\$ 69,556	\$ 71,643	\$ 73,792	\$ 76,006	\$ 78,286
12			\$ 62,000	\$ 63,860	\$ 65,776	\$ 67,749	\$ 69,782	\$ 71,875	\$ 74,031	\$ 76,252	\$ 78,540	\$ 80,896
13			\$ 64,000	\$ 65,920	\$ 67,898	\$ 69,935	\$ 72,033	\$ 74,194	\$ 76,419	\$ 78,712	\$ 81,073	\$ 83,505
14			\$ 66,000	\$ 67,980	\$ 70,019	\$ 72,120	\$ 74,284	\$ 76,512	\$ 78,807	\$ 81,172	\$ 83,607	\$ 86,115
15			\$ 68,000	\$ 70,040	\$ 72,141	\$ 74,305	\$ 76,535	\$ 78,831	\$ 81,196	\$ 83,631	\$ 86,140	\$ 88,725
16			\$ 70,000	\$ 72,100	\$ 74,263	\$ 76,491	\$ 78,786	\$ 81,149	\$ 83,584	\$ 86,091	\$ 88,674	\$ 91,334
17			\$ 72,000	\$ 74,160	\$ 76,385	\$ 78,676	\$ 81,037	\$ 83,468	\$ 85,972	\$ 88,551	\$ 91,207	\$ 93,944
18	Principal	211	\$ 74,000	\$ 76,220	\$ 78,507	\$ 80,862	\$ 83,288	\$ 85,786	\$ 88,360	\$ 91,011	\$ 93,741	\$ 96,553
19			\$ 76,000	\$ 78,280	\$ 80,628	\$ 83,047	\$ 85,539	\$ 88,105	\$ 90,748	\$ 93,470	\$ 96,275	\$ 99,163
20			\$ 78,000	\$ 80,340	\$ 82,750	\$ 85,233	\$ 87,790	\$ 90,423	\$ 93,136	\$ 95,930	\$ 98,808	\$ 101,772
21	Business Manager II	211	\$ 80,000	\$ 82,400	\$ 84,872	\$ 87,418	\$ 90,041	\$ 92,742	\$ 95,524	\$ 98,390	\$ 101,342	\$ 104,382
22			\$ 82,000	\$ 84,460	\$ 86,994	\$ 89,604	\$ 92,292	\$ 95,060	\$ 97,912	\$ 100,850	\$ 103,875	\$ 106,991
23			\$ 84,000	\$ 86,520	\$ 89,116	\$ 91,789	\$ 94,543	\$ 97,379	\$ 100,300	\$ 103,309	\$ 106,409	\$ 109,601
24			\$ 86,000	\$ 88,580	\$ 91,237	\$ 93,975	\$ 96,794	\$ 99,698	\$ 102,688	\$ 105,769	\$ 108,942	\$ 112,210
25			\$ 88,000	\$ 90,640	\$ 93,359	\$ 96,160	\$ 99,045	\$ 102,016	\$ 105,077	\$ 108,229	\$ 111,476	\$ 114,820
26	Executive Director	211	\$ 90,000	\$ 92,700	\$ 95,481	\$ 98,345	\$ 101,296	\$ 104,335	\$ 107,465	\$ 110,689	\$ 114,009	\$ 117,430
27			\$ 92,000	\$ 94,760	\$ 97,603	\$ 100,531	\$ 103,547	\$ 106,653	\$ 109,853	\$ 113,148	\$ 116,543	\$ 120,039
28			\$ 94,000	\$ 96,820	\$ 99,725	\$ 102,716	\$ 105,798	\$ 108,972	\$ 112,241	\$ 115,608	\$ 119,076	\$ 122,649
29			\$ 96,000	\$ 98,880	\$ 101,846	\$ 104,902	\$ 108,049	\$ 111,290	\$ 114,629	\$ 118,068	\$ 121,610	\$ 125,258
30			\$ 98,000	\$ 100,940	\$ 103,968	\$ 107,087	\$ 110,300	\$ 113,609	\$ 117,017	\$ 120,528	\$ 124,143	\$ 127,868

Initial Salary Placement - Negotiation upon hire. Annual increases one-step per year unless otherwise directed by the Board.

**2012/13**

- + Salary Schedule Format modified.
- + Longevity pay suspended

**2011/12**

- + Longevity pay suspended

**2010/11**

- + This salary schedule was created in 2010/2011
- + Due to salary freeze, employees were not awarded a step increase in 2010/11



GOLDEN VALLEY  
CHARTER SCHOOLS

Professional Staff: 2/6/2018