

Appendix A: Salary Schedules

The School will place Employees on the applicable salary schedule based on the Employees' total years of teaching experience and Employees' educational achievement (if applicable).

Employees are placed on the salary schedule as follows based on prior teaching experience:

Experience	Step
None	1a
Completed half but less than one year	1b
Completed one but less than one and a half years	2a
Completed one and a half but less than two years	2b
Completed two but less than two and a half years	3a
Completed two and a half but less than three years	3b
Completed three but less than three and a half years	4a
Completed three and a half but less than four years	4b
Completed four but less than four and a half years	5a
Completed four and a half but less than five years	5b
Completed five but less than five and a half years	6a
Completed five and a half but less than six years	6b
Completed six but less than six and a half years	7a
Completed six and a half but less than seven years	7b
Completed seven but less than seven and a half years	8a
Completed seven and a half but less than ten years	8b
Completed ten but less than thirteen years	8b+10 year longevity
Completed thirteen but less than fifteen years	8b+13 year longevity
Completed fifteen but less than eighteen years	8b+15 year longevity
Completed eighteen but less than twenty years	8b+18 year longevity
Completed twenty but less than twenty-two years	8b+20 year longevity
Completed twenty-two years	8b+22 year longevity

The date an employee starts employment at Green Dot is the employees "anniversary date." Employees move up to the next a or b step on March 1 of each year and on their anniversary date each year so they move two steps a year until they reach step 8b. After reaching step 8b, the top of the salary step schedule, employees receive longevity increments after completing the applicable number of years of experience.

Employees are placed in column I, II, or III of the salary schedule based on their level of applicable educational achievement as follows:

Initial NYS Teaching Certificate	Column I
Transitional NYS Teaching Certificate	Column I
Bachelor's Degree with major in the subject area being taught	Column I

Bachelor's Degree and pass content specialty exam in the subject area being taught	Column I
Permanent NYS Teaching Certificate in the subject area being taught	Column II
Valid Professional NYS Teaching Certificate in the subject area being taught	Column II
Permanent NYS Teaching Certificate in the subject area being taught plus 30 credits	Column III
Valid Professional NYS Teaching Certificate in the subject area being taught plus 30 credits	Column III

Employees move to a higher column upon completion of the requirement for the higher column.

**Green Dot New York Charter School
Teachers Salary Schedule 2008-2009**

	I	II	III
1A	50083	56568	63052
1B	50083	56568	63052
2A	53277	59762	66246
2B	53277	59762	66246
3A	53720	60204	66689
3B	53720	60204	66689
4A	54497	60982	67466
4B	54497	60982	67466
5A	55168	61653	68137
5B	55168	61653	68137
6A+L5	56993	63478	69962
6B+L5	58018	64503	70987
7A+L5	59541	66025	72510
7B+L5	63107	69592	76076
8A+L5	66444	72929	79413
8B+L5	70407	76891	83376
8B +L10	73805	80289	86774
8B+L13	76117	82601	89086
8B+L15	81000	87484	93969
8B+L18	82280	88765	95249
8B+L20	91753	98238	104722
8B+L22	97085	103569	110054
L5	1100		
L10	4498		
L13	6810		
L15	11693		
L18	12973		
L20	22447		
L22	27778		

Requirements:

- Column I Initial NYS Teaching Certificate or
Transitional NYS Teaching Certificate or
Bachelor's Degree with major in the subject area being taught or
Bachelor's Degree and pass content specialty exam in the subject area being taught
- Column II Permanent NYS Teaching Certificate in the subject area being taught or
Valid Professional NYS Teaching Certificate in the subject area being taught
- Column III Permanent NYS Teaching Certificate in the subject area being taught plus 30 credits or
Valid Professional NYS Teaching Certificate in the subject area being taught plus 30 credits

**Green Dot New York Charter School
Teachers Salary Schedule 2009-2010 and 2010-2011**

	I	II	III
1A	51904	58625	65345
1B	51904	58625	65345
2A	55215	61935	68655
2B	55215	61935	68655
3A	55673	62393	69114
3B	55673	62393	69114
4A	56479	63199	69920
4B	56479	63199	69920
5A	57174	63895	70615
5B	57174	63895	70615
6A+L5	59066	65786	72506
6B+L5	60128	66848	73569
7A+L5	61706	68426	75147
7B+L5	65402	72122	78842
8A+L5	68861	75581	82301
8B+L5	72967	79687	86407
8B +L10	76488	83209	89929
8B+L13	78885	85605	92325
8B+L15	83945	90665	97386
8B+L18	85272	91992	98713
8B+L20	95090	101810	108530
8B+L22	100615	107336	114056
L5	1140		
L10	4661		
L13	7058		
L15	12118		
L18	13445		
L20	23263		
L22	28788		

Requirements:

- Column I Initial NYS Teaching Certificate or
Transitional NYS Teaching Certificate or
Bachelor's Degree with major in the subject area being taught or
Bachelor's Degree and pass content specialty exam in the subject area being taught
- Column II Permanent NYS Teaching Certificate in the subject area being taught or
Valid Professional NYS Teaching Certificate in the subject area being taught
- Column III Permanent NYS Teaching Certificate in the subject area being taught plus 30 credits or
Valid Professional NYS Teaching Certificate in the subject area being taught plus 30 credits

**Green Dot New York Charter School
School Counselor Salary Schedule 2008-2009**

Step	I	II
1A	56305	62887
1B	56305	62887
2A	59826	66408
2B	59826	66408
3A	60250	66833
3B	60250	66833
4A	61023	67605
4B	61023	67605
5A	62075	68658
5B	63974	70556
6A+5	66751	73334
6B+5	68666	75249
7A+5	70305	76888
7B+5	75569	82151
8A+5	78674	85257
8B+5	82567	89150
8B+10	86038	92620
8B+13	86986	93568
8B+15	90686	97269
8B+18	92215	98798
8B+20	101070	107653
8B+22	106555	113137

Longevity increments

5	1100
10	4571
13	5519
15	9219
18	10748
20	19603
22	25088

Requirements:

Column I NYS Provisional Certificate, School Counselor

Column II NYS Permanent Certificate, School Counselor

**Green Dot New York Charter School
School Counselor Salary Schedule 2009-2010 and 2010-2011**

Step	I	II
1A	58352	65174
1B	58352	65174
2A	62001	68823
2B	62001	68823
3A	62441	69263
3B	62441	69263
4A	63242	70063
4B	63242	70063
5A	64332	71154
5B	66300	73122
6A+5	69179	76000
6B+5	71163	77985
7A+5	72862	79684
7B+5	78317	85139
8A+5	81535	88357
8B+5	85570	92391
8B+10	89166	95988
8B+13	90149	96971
8B+15	93984	100806
8B+18	95568	102390
8B+20	104745	111567
8B+22	110430	117251

Longevity increments

1140
4737
5719
9554
11139
20316
26000

Requirements:

Column I NYS Provisional Certificate, School Counselor

Column II NYS Permanent Certificate, School Counselor

**Green Dot New York Charter School
Secretary/Office Manager Salary Schedule 2008-2009**

Step	I	II	III
1A	36287	38962	39466
1B	36287	38962	39466
2A	38914	41589	42093
2B	39537	42213	42716
3A	40168	42843	43347
3B	41350	44025	44529
4A	42026	44701	45205
4B	42705	45381	45884
5A	43397	46072	46576
5B	44681	47356	47860
6A+5	46235	48910	49414
6B+5	46968	49643	50147
7A+5	47702	50377	50881
7B+5	48432	51107	51611
8A+5	50265	52940	53444
8B+5	52282	54957	55461
8B+10	55113	57789	58292
8B+13	56003	58678	59182
8B+15	58773	61448	61952
8B+18	60016	62691	63195
8B+20	65379	68054	68558
8B+22	68880	71555	72059

Longevity

L5	825
L10	3656
L13	4546
L15	7316
L18	8559
L20	13922
L22	17423

Requirements:

Column I Associate's Degree

Column II Bachelor's Degree

Column III Bachelor's Degree plus 30 credits in Business Administration or related coursework

**Green Dot New York Charter School
Secretary/Office Manager Salary Schedule 2009-2010 and 2010-2011**

Step	I	II	III
1A	37606	40379	40901
1B	37606	40379	40901
2A	40329	43101	43623
2B	40975	43748	44270
3A	41628	44401	44923
3B	42854	45626	46148
4A	43554	46326	46848
4B	44258	47031	47553
5A	44975	47748	48270
5B	46306	49078	49600
6A+5	47916	50689	51211
6B+5	48676	51448	51970
7A+5	49436	52209	52731
7B+5	50193	52966	53488
8A+5	52092	54865	55387
8B+5	54183	56956	57478
8B+10	57117	59890	60412
8B+13	58040	60812	61334
8B+15	60910	63683	64205
8B+18	62198	64971	65493
8B+20	67756	70528	71051
8B+22	71385	74157	74679

Longevity

L5	855
L10	3789
L13	4712
L15	7582
L18	8870
L20	14428
L22	18056

Requirements:

Column I Associate's Degree

Column II Bachelor's Degree

Column III Bachelor's Degree plus 30 credits in Business Administration or related coursework

**Green Dot New York Charter School
School Assistants Salary Schedule**

2008-2009	21,908
2009-2010	22,705
2010-2011	22,705

**Green Dot New York Charter School
Teacher Assistant Salary Schedule 2008-2009**

Level I	26,318
Level II	26,795
Level III	
Minimum	27,877
Associate's or Bachelor's - 1st year	28,977
Associate's with one year experience	33,140
Bachelor's with one year experience*	37,994
5 year longevity	550
15 year longevity	1,745

* Experience Waived if Enrolled in a Teacher Prep Program

Placement of Teaching Assistants in the appropriate titles shall be made in accordance with the New York State Education Department Teaching Assistant certification requirements.

**Green Dot New York Charter School
Teacher Assistant Salary Schedule 2009-2010 and 2010-2011**

Level I	27,275
Level II	27,769
Level III	
Minimum	28,891
Associate's or Bachelor's - 1st year	30,031
Associate's with one year experience	34,345
Bachelor's with one year experience*	39,376
5 year longevity	570
15 year longevity	1,808

* Experience Waived if Enrolled in a Teacher Prep Program

Placement of Teaching Assistants in the appropriate titles shall be made in accordance with the New York State Education Department Teaching Assistant certification requirements.