



Vanguard Teacher Salary Schedule FY 2021-2022

Years	BA	MA
1	42,858	46,493
2	44,184	47,898
3	45,512	49,307
4	46,841	50,715
5	48,169	52,123
6	49,493	53,526
7	50,810	54,922
8	52,120	56,310
9	53,419	57,686
10	54,706	59,048
11	55,978	60,394
12	57,232	61,721
13	58,467	63,026
14	59,679	64,307
15	60,867	65,561
16	62,029	66,787
17	63,162	67,981
18	64,264	69,141
19	65,334	70,264
20	66,368	71,350

Note: Salary schedule is a starting point for new hires and not reflective of annual percentage increases.

Qualification	Salary/Credit
Experience: Teaching experience before Vanguard Classical School - Up to a Maximum of 5 years of experience will be credited.	Placement on the salary scale.
Additional steps on the salary schedule	Per Schedule
Assignment: Hard to find field credit: Science, Mathematics, Special Education, ELD, CLDE, AP (Certified Endorsement)	\$ 1,000
Education: Master's degree in related area per completed Master's degree (for returning teachers, this credit will be applied this year only)	Per Schedule
Education: Doctorate in related area (completed EdD or PhD)	\$ 4,000

Reduction for No Teaching Certificate but Highly Qualified	\$ (2,500)
Anniversary Bonus (To be paid out after completion of your anniversary year. One payment at the beginning of the next school year.)	
Completion of 5 years	\$ 1,000
Completion of 10 years	\$ 1,500
Completion of 15 years	\$ 2,000
Completion of 20 years	\$ 2,500