

SALARY SCHEDULE AND POLICY FYE 17

By policy and practice, Vanguard Classical School affirms its continuing commitment to provide equal opportunities in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, ancestry, creed, gender, religion, age, pregnancy, genetic information, affinity/sexual orientation, gender identity, gender expression, otherwise qualified disability, or veteran status.

The policy of equal employment opportunity shall apply to all terms, conditions, and privileges of employment, including hiring, testing, training and development, promotion, transfer, compensation, benefits, educational assistance, termination, and retirement. VCS will analyze its human resource actions rigorously to ensure compliance with this policy.

Beginning salary ranges:

Principal	\$55,000
Asst. Principal	\$45,000
Teachers	\$36,000
SPED Teachers	\$37,500
Admin Asst	\$10.50/hr
Para	\$10.50/hr

Vanguard Classical School believes that salary and wage increases should be based on performance and merit only. Annual performance reviews determine yearly salary increases. VCS will make the appropriate contributions to the Public Employees' Retirement Association of Colorado (PERA) as required by law.