



SALARY SCHEDULE

TERMS

- This schedule determines the initial salaries for new teachers as well as salaries for returning teachers, considering the number of years they have been working at VCS and any changes in their qualifications.
- Year to year increases are dependent on school budget and state per pupil allocations.
- Current employees must receive a “Meets Expectations” or equivalent rating on end of year evaluations to qualify for increase.
- Requirements for credit for degree, credential, or endorsements must be completed and submitted to Administration prior to August 1 of each year to be considered for the following school year.
- Credit(s) for endorsements will be applied after the first endorsement that is earned with the teacher license.
- Experience prior to earning a Bachelor’s degree and certification shall not be credited to an employee for salary purposes.
- For the purposes of salary credit, teaching experience either at Vanguard or before Vanguard is defined as:
 - Full time and full year instructional experience in the K-12 classroom, including some combination of lesson planning, lesson delivery, student supervision, and assessment of student performance.
 - May include college level experience in related teaching area with prior administrative approval.
 - Student teaching experience does not count toward salary credit.
- Credit for prior experience is applied to new teachers only. No more than 5 years of experience prior to Vanguard may be credited.
- Hard-to-staff assignments are reviewed annually and are subject to change from year to year.
- For the purposes of service credit, staff must be employed as of August 31 for receive credit for that school year.

TEACHERS (FULL TIME, 10 MONTH EMPLOYEE)

Qualifications	Salary/Credit
Starting salary for a first year teacher - Must hold a current Colorado Teacher License or meet requirements for Secondary Content Teacher, including PLACE/PRACTICE	39,000
Education: Master’s degree in related area <i>per completed Master’s degree</i> <i>(for returning teachers, this credit will be applied this year only)</i>	2,000 <i>1,000 for returning</i>
Education: Doctorate in related area (completed EdD or PhD)	3,000
Education: Additional specialized endorsements in related teaching area (Culturally and Linguistically Diverse, Special Education, Reading, Gifted Education, Instructional Technology)	500
Experience: teaching experience <u>at</u> Vanguard Classical School <i>per year</i>	400
Experience: teaching experience <u>before</u> Vanguard Classical School <i>per year, up to 5 years, new employees only</i>	100
Assignment: Hard to find field credit: Science, Mathematics, Special Education	1,000.00
Service Credit (overall years of employment at Vanguard Classical School, any position, <i>in addition to the credit per year above)</i>	3 years: 500 5 years: 800 10 years: 1,000