



**Vanguard Teacher Salary Schedule  
FY 2019-2020**

Years	BA	MA	Doct.
0	41,500	44,500	45,500
1	42,500	45,500	46,500
2	43,500	46,500	47,500
3	44,500	47,500	48,500
4	45,500	48,500	49,500
5	46,500	49,500	50,500
6	47,500	50,500	51,500
7	48,500	51,500	52,500
8	49,500	52,500	53,500
9	50,500	53,500	54,500
10	51,500	54,500	55,500
11	52,500	55,500	56,500
12	53,500	56,500	57,500
13	54,500	57,500	58,500
14	55,500	58,500	59,500
15	56,500	59,500	60,500
16	57,500	60,500	61,500
17	58,500	61,500	62,500
18	59,500	62,500	63,500
19	60,500	63,500	64,500
20	61,500	64,500	65,500

<b>Qualification</b>	<b>Salary/Credit</b>
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	\$ 1,000
Assignment: Hard to find field credit: Science, Mathematics, Special Education, ELD, CLDE, AP (Certified Endorsment)	\$ 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)	\$ 3,000
Education: Doctorate in related area (completed EdD or PhD)	\$ 4,000
Reduction for No Teaching Certificate but Highly Qualified	\$ (2,500)
<b>Anniversary Bonus (To be paid out after completion of your anniversary year. One payment at the beginning of the next school year.)</b>	
Completion of 5 years	\$ 1,000
Completion of 10 years	\$ 1,500
Completion of 15 years	\$ 2,000
Completion of 20 years	\$ 2,500