



**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 |
| Education, ELD, CLDE, AP (Certified Endorsement) | \$ 1,000 |
| degree | 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 |