Vail School District #20

2026-2027 CERTIFIED SALARY GUIDE

	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
** MINIMUM	$50,369	$51,370	$52,372	$53,371	$54,372	$55,376	$56,376	$57,376

*Free Medical (Preferred PPO & HDHP), Dental (Preferred Delta) & Vision insurance on employee only coverage for benefits eligible employees.
*Teachers approved for an education advancement on the salary guide will be granted an increase equal to the differential in the minimum level of the ranges.
*Guide amounts are based on a 187-day contract, plus the number of days required for New Teacher Induction.
*Minimum pay includes $10,790 of Prop 301 funding (011= $3,605 & 013= $6,885) and $300 of Prop 202 funds.
*An annual Prop 301 Performance payment (012= $1,400) is paid based on achievement of approved school goals.
*Performance Evaluation Incentive payment (012= $1,500) is paid based on an evaluation rating of Effective or Highly Effective.
*See optional additional pay opportunities for teachers on page 2 of the Certified Salary Guide.
*Positions applicable to this Salary Guide are eligible for 301 funds.

**Minimum increased for 26/27 $1,500

New Hire Certified Salary Placement with Experience Credit

Yrs Exp	Credit	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45
1	$150	$50,519	$51,520	$52,522	$53,521	$54,522	$55,526	$56,526	$57,526
2	$325	$50,694	$51,695	$52,697	$53,696	$54,697	$55,701	$56,701	$57,701
3	$525	$50,894	$51,895	$52,897	$53,896	$54,897	$55,901	$56,901	$57,901
4	$750	$51,119	$52,120	$53,122	$54,121	$55,122	$56,126	$57,126	$58,126
5	$1,000	$51,369	$52,370	$53,372	$54,371	$55,372	$56,376	$57,376	$58,376
6	$1,275	$51,644	$52,645	$53,647	$54,646	$55,647	$56,651	$57,651	$58,651
7	$1,575	$51,944	$52,945	$53,947	$54,946	$55,947	$56,951	$57,951	$58,951
8	$1,900	$52,269	$53,270	$54,272	$55,271	$56,272	$57,276	$58,276	$59,276

Optional Additional Pay Opportunities	Average Compensation
Choosing Connections Program	$750 - $2,250
Education Enrichment Plan (EEP)	Up to $4,800
Instructional Team Lead	Up to $3,500
Instructional Support Coach	$650 - $1,950
Math Teacher Stipend	$2,000
Curriculum Management Team	$1,500
District Formative Assessment Team	$1,500
Technology Advisory Team	$1,500
Site Science Fair Coordinator	Up to $1,050
Teacher PBIS Team Leader	$1,000
School Goals Performance Pay	Up to $1,400
Intersession	$600 - $1,200
Athletic Coaching	$500 - $2,000
Extra Duty Assignment	$6,500 - $10,000
Chemistry Incentive	$2,000
Physics Incentive	$2,000
College Dual Enrollment Incentive	$2,000