VAUGHN NEXT CENTURY LEARNING CENTER

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2026-2027 SCHOOL YEAR

184-Day School Counselor Pay Plan (8 hours workday)

BASE

CURRENT YEAR AS COUNSELOR									
Y1	**Y2**	**Y3**	**Y4**	**Y5**	**Y6**	**Y7**	**Y8**	**Y9**	**Y10**
$76,990.37	$78,456.85	$78,456.85	$78,526.96	$78,729.49	$80,000.30	$81,903.19	$83,812.76	$85,713.42	$87,618.53

CURRENT YEAR AS COUNSELOR									
Y11	**Y12**	**Y13**	**Y14**	**Y15**	**Y16**	**Y17**	**Y18**	**Y19**	**Y20**
$89,522.53	$92,061.94	$92,061.94	$92,061.94	$93,288.25	$93,288.25	$93,288.25	$94,480.91	$94,508.99	$95,453.76

CURRENT YEAR COUNSELOR									
Y21	**Y22**	**Y23**	**Y24**	**Y25**	**Y26**	**Y27**	**Y28**	**Y29**	**Y30**
$95,453.76	$95,453.76	$95,453.76	$96,398.53	$97,344.41	$97,344.41	$97,344.41	$98,289.17	$98,289.17	$99,233.94

ED ADV

BACHELORS + (semester units)	30+ units	$2,100
	45+ units	$4,200
	60+ units	$6,300

non-cumulative

CONTINGENCY/OUTCOME BONUS *

B. CONTINGENCY-BASED	
STUDENT ATTENDANCE	
97% or higher	$500
98% or higher	$1,000
CONTINGENCY-BASED TOTAL	**$1,000**

C. OUTCOME-BASED	
Grad Rate @ 90%	$1,000
SBAC - maintained or improved DF3 measure on California Schools Dashboard	
Language Arts	$500
Math	$500
ELPI Targets Reached	$1,000
OUTCOME-BASED TOTAL	**$3,000**

*** The Vaughn Board voted to freeze bonuses (Contingency-based, Outcome-based, and Skills-Based) for the 2026-2027 school year**

Board Approved on May 26, 2026. Effective on July 1, 2026