

Work with the BEST at Friendship



COMPETITIVE PAY

We offer some of the highest pay and benefit packages in public education. Our compensation rewards the best and brightest talent.



WELLNESS IS IN OUR DNA

Flexible schedules, physical and mental health resources, and wellness days off give staff the flexibility they need to deliver their best.



DEDICATED PLANNING TIME

Weekly planning blocks, early release days, and collaboration across our pre-K-12 campuses are standard practice.



HIGHLY RESOURCED WORKPLACES

Classroom and campuses are equipped for success. From instructional supplies and 1:1 tech to science labs, on-campus and virtual libraries, gardens, art studios, music rooms and athletic facilities, we are built for achievement.



PERSONALIZED INSTRUCTION

We accelerate student learning at every level. Our academic program includes Reggio-inspired early learning, small-group and co-teacher instruction, special needs interventions, Advanced Placement, and an award-winning early college track where students explore careers and earn college credits.



CAREER GROWTH

Professional development offerings such as Master Teachers, Friendship Way, and Standards University, coupled with coaching and assessments, grow impact and careers.



DIVERSITY, EQUITY, INCLUSION

Our students come from all walks of life, and so do we. The diversity of our staff in race, ethnicity, expertise, and years of experience make our schools stronger.



Teacher Salary Scale

Salary Scale Effective August 1, 2023

At Friendship, we deeply value the expertise and experiences of our teachers. Our Teacher Salary Scale for full-time, in-person teachers considers your previous years of experience and highest degree attained. New team members can come in at a maximum step 10. Team members also have an opportunity to earn additional compensation through recognition awards and stipends for work performed outside of their regular responsibilities.

Teaching Experience

The following experience and credentials are used to determine teacher compensation. This applies to experience acquired after receiving a Bachelor’s degree and teaching experience in the United States. International experience will be reviewed on a case-by-case basis.

- Pre-K-12 teaching experience as the teacher-of-record in a school setting
- Instructional leadership in a Pre-K-12 setting

Inapplicable experience:

- Educational Aide or Assistant Teacher experience
- Daycare experience
- Substitute teaching experience
- Tutoring experience
- Homeschool teaching experience
- Volunteer experience

If you have questions about the Teacher Salary Scale and teaching experience requirements, please contact the Human Resources Department at 202.281.1700 or at hr@friendshipschools.org.

To view our Online Teacher Salary Scale, visit friendshipschools.org/teacher-compensation.

STEP	BACHELORS	MASTERS	DOCTORATE
1	\$63,373	\$67,598	\$73,934
2	\$63,591	\$69,156	\$75,200
3	\$64,895	\$72,177	\$78,216
4	\$67,291	\$75,200	\$81,250
5	\$69,664	\$78,216	\$84,274
6	\$72,054	\$81,250	\$87,299
7	\$75,090	\$85,005	\$91,046
8	\$78,102	\$88,743	\$94,804
9	\$81,136	\$92,506	\$98,549
10	\$84,144	\$96,245	\$102,302
11	\$87,168	\$100,011	\$106,037
12	\$93,224	\$107,507	\$113,878
13	\$95,040	\$109,946	\$116,477
14	\$96,856	\$112,385	\$119,076
15	\$98,672	\$114,824	\$121,675
16	\$100,488	\$117,263	\$124,273
17	\$101,493	\$118,609	\$125,617
18	\$102,508	\$119,731	\$126,740
19	\$103,533	\$120,852	\$127,862
20	\$104,568	\$122,423	\$129,433
21	\$105,614	\$123,994	\$131,003
22	\$106,670	\$125,234	\$132,313
23	\$107,737	\$126,486	\$133,636
24	\$108,814	\$127,751	\$134,972
25	\$109,902	\$129,029	\$136,322
26	\$111,001	\$130,319	\$137,685
27	\$112,111	\$131,622	\$139,062
28	\$113,232	\$132,938	\$140,453
29	\$114,364	\$134,267	\$141,858
30	\$115,508	\$135,610	\$143,277