

# Paraprofessional Salary Scale

Salary Scale Effective August 1, 2023

At Friendship, we deeply value our educator’s and school staff’s expertise and experience. Our Paraprofessional Scale for full-time team members considers the following experience and qualifications to determine compensation. This applies to the experience acquired after receiving a passing score of 461 on the ParaPraxis Pro Exam, Passing a CDA, or earning 60 college credits from an accredited institution in the United States. Experience for new Paraprofessionals is adjusted as follows: 0-2 years of applicable experience will be placed on step 1, 3-6 years of experience on step 2, and 7+ years of experience on step 3. Team members also have an opportunity to earn additional compensation through recognition awards and stipends for work performed outside of their regular responsibilities.

**Applicable experience:**

- Instructional support staff experience with similar role, duties, and qualifications (Note: May be under the titles of Assistant Teacher, Paraprofessional, or Educational Aide in other school systems)

**Inapplicable experience:**

- Camp Counselor
- Athletic Coaching
- Tutoring
- Homeschool Teaching
- Volunteer
- Summer Teaching
- Resident Teaching

Please note that Paraprofessionals working for Friendship Online are expected to have a 35-hour work week, therefore, their compensation will be set at 87.5% of the scale.

If you have questions about the Paraprofessional Salary Scale and experience requirements, please contact the Human Resources Department at 202.281.1700 or at [hr@friendshipschools.org](mailto:hr@friendshipschools.org).

STEP	SALARY
1	\$38,000
2	\$39,140
3	\$40,314
4	\$41,523
5	\$42,769
6	\$43,838
7	\$44,934
8	\$46,057
9	\$47,208
10	\$48,388
11	\$48,872
12	\$49,361
13	\$49,855
14	\$50,354
15	\$50,858
16	\$51,367
17	\$51,881
18	\$52,400
19	\$52,924
20	\$53,453
21	\$53,988
22	\$54,528
23	\$55,073
24	\$55,624
25	\$56,180