

School Support Pay Scale

Salary Scale Effective August 1, 2023

At Friendship, we deeply value our school support staff’s expertise and experience. Our School Support Scale for full-time team members considers the following experience and qualifications to determine compensation. This applies to experience acquired after receiving required degrees, licensure (if applicable), and professional experience in the United States. International experience will be reviewed on a case-by-case basis. Team members also have an opportunity to earn additional compensation through awards and stipends for work performed outside of their regular responsibilities. New team members can come in at a maximum step 10.

This scale applies to the following roles: Counselor 9-12 (12-Month), Counselor PK-8 (10-Month), Instructional Specialist (12-Month), Reading Specialist (10-Month), SPED Coordinator (12-Month), and Student Support Service Coordinator (12-Month).

Applicable experience:

- Related school leadership experience in a role with similar duties and responsibilities
- Pre-K-12 teaching experience as the teacher-of-record in a school setting

Inapplicable experience:

- Resident Teacher, Assistant Teacher, or Educational Aide experience
- Daycare experience
- Substitute teaching experience
- Tutoring experience
- Homeschool teaching experience
- Internships/practicums
- Part-time or contract work
- Volunteer experience
- Summer teaching

Please note that School Support staff 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 School Support Salary Scale and experience requirements, please contact the Human Resources Department at 202.281.1700 or at hr@friendshipschools.org.

STEP	10-MONTH	12-MONTH
1	\$68,750	\$75,000
2	\$70,125	\$76,500
3	\$72,580	\$79,178
4	\$75,120	\$81,949
5	\$77,749	\$84,817
6	\$80,471	\$87,786
7	\$83,287	\$90,859
8	\$86,202	\$94,039
9	\$89,219	\$97,330
10	\$92,342	\$100,737
11	\$95,112	\$103,759
12	\$97,966	\$106,872
13	\$100,905	\$110,078
14	\$102,923	\$112,280
15	\$104,982	\$114,526
16	\$107,082	\$116,817
17	\$108,153	\$117,985
18	\$109,235	\$119,165
19	\$110,327	\$120,357
20	\$111,431	\$121,561
21	\$112,546	\$122,777
22	\$113,671	\$124,005
23	\$114,808	\$125,245
24	\$115,956	\$126,497
25	\$117,115	\$127,762