

# 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.



## LEVEL UP YOUR CAREER

Change young lives, and join a forward-thinking school community where student success and staff growth thrive together!

# 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](mailto:hr@friendshipschools.org).

To view our Online Teacher Salary Scale, visit [friendshipschools.org/teacher-compensation](http://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