

# Hybrid Teacher Salary Scale

Salary Scale Effective 8/1/2026

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

## Hybrid Teaching Experience

The following experience and credentials are used to determine hybrid 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.

Applicable experience:

- 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 Hybrid 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 in-person Teacher Salary Scale, visit [friendshipschools.org/teacher-compensation](http://friendshipschools.org/teacher-compensation).

Step	Bachelors	Masters	Doctorate
1	\$60,005	\$64,005	\$70,004
2	\$60,211	\$65,481	\$71,203
3	\$61,446	\$68,342	\$74,059
4	\$63,715	\$71,203	\$76,932
5	\$65,961	\$74,059	\$79,795
6	\$68,224	\$76,932	\$82,660
7	\$71,100	\$80,487	\$86,207
8	\$73,951	\$84,026	\$89,766
9	\$76,824	\$87,590	\$93,311
10	\$79,672	\$91,129	\$96,864
11	\$82,535	\$94,696	\$100,401
12	\$88,269	\$101,794	\$107,826
13	\$89,989	\$104,103	\$110,286
14	\$91,708	\$106,412	\$112,748
15	\$93,428	\$108,722	\$115,209
16	\$95,147	\$111,031	\$117,668
17	\$96,099	\$112,305	\$118,941
18	\$97,061	\$113,368	\$120,004
19	\$98,030	\$114,430	\$121,066
20	\$99,011	\$115,916	\$122,555
21	\$100,001	\$117,405	\$124,041
22	\$101,001	\$118,579	\$125,281
23	\$102,011	\$119,763	\$126,534
24	\$103,031	\$120,961	\$127,799
25	\$104,061	\$122,171	\$129,078
26	\$105,102	\$123,393	\$130,367
27	\$106,153	\$124,627	\$131,671
28	\$107,214	\$125,873	\$132,988
29	\$108,286	\$127,132	\$134,319
30	\$109,370	\$128,403	\$135,662