

# Instructional Assistant & Security Salary Scale

Salary Scale Effective 7/1/2026

At Friendship, we deeply value the contributions of our Instructional Assistants and Security team members and recognize the important role they play in creating safe, supportive learning environments for students. This salary scale outlines the experience, qualifications, and placement criteria used to determine compensation for each position. Team members may also have opportunities to earn additional compensation through awards and stipends for work performed outside of their regular responsibilities.

## EXPERIENCE PLACEMENT

Note: Prior years of applicable experience will be adjusted as follows:

- Step 1: 0–2 years of applicable experience
- Step 2: 3–6 years of applicable experience
- Step 3: 7 or more years of applicable experience

The applicable and inapplicable experience criteria below are specific to each position and should be reviewed independently when determining salary placement.

## INSTRUCTIONAL ASSISTANT

### Applicable experience:

The following experience is used to determine Instructional Assistant compensation. Applicable experience must have been acquired after earning a High School Diploma or GED in the United States.

- Dedicated Aide, Educational Aide or Assistant Teacher experience in a traditional school setting
- Daycare experience

### Inapplicable experience:

The following experience is not considered when determining salary placement:

- Camp counselor
- Tutoring
- Homeschool teaching
- Volunteer
- Summer / Resident Teaching

## SECURITY

### Applicable Experience

- The following experience is used to determine Security compensation. Applicable experience must have been acquired after earning a High School Diploma or GED in the United States.
- Experience as a Security Officer (SO) or Special Police Officer (SPO), armed or unarmed, with any organization or network, with preference given to school-based experience
- Experience as a law enforcement officer or in another public safety role (e.g., Marshal, Park Ranger, Secret Service, or other sworn/public safety positions)

### Minimum Qualifications

- High School Diploma or GED

If you have questions about this salary scale or the applicable experience requirements, please contact the Human Resources Department at 202.281.1700 or at [hr@friendshipschools.org](mailto:hr@friendshipschools.org).

| Step | Instructional Assistant & Security |
|------|------------------------------------|
| 1    | \$20.00                            |
| 2    | \$20.50                            |
| 3    | \$21.00                            |
| 4    | \$21.50                            |
| 5    | \$22.00                            |
| 6    | \$22.50                            |
| 7    | \$23.00                            |
| 8    | \$23.50                            |
| 9    | \$24.00                            |
| 10   | \$24.50                            |
| 11   | \$25.00                            |
| 12   | \$26.50                            |
| 13   | \$27.00                            |
| 14   | \$27.50                            |
| 15   | \$28.00                            |
| 16   | \$28.50                            |
| 17   | \$29.00                            |
| 18   | \$29.50                            |
| 19   | \$30.00                            |
| 20   | \$30.00                            |
| 21   | \$30.00                            |
| 22   | \$30.00                            |
| 23   | \$30.00                            |
| 24   | \$30.00                            |
| 25   | \$30.00                            |