

# TEACHER COMPENSATION OVERVIEW

Effective July 1, 2022



## Our Vision

We proactively recruit, intentionally develop, and deeply value all members of our diverse and highly talented staff community. Our work environment fosters inclusion and authenticity, supporting all staff to thrive in their roles and maximize their impact on students.

## Our Theory of Action



We create a great place to work, by defining a shared vision of excellence for all roles rooted in our core values; creating a culture of continuous growth and learning at all levels; and, innovating on and redefining the comprehensive set of investments we make in our people,

ALL staff members will operate with clear expectations and aligned goals; engage in school communities rooted in relationships, inclusion, and equity; and, receive the support they need to thrive in their roles and know they are valued for their contributions.



## Our Compensation Philosophy

We will anchor our compensation decisions in the following guiding principles:



### Competitive

We offer salaries that are competitive in the D.C. market for similar roles. We assess our competitiveness regularly to ensure that we are able to attract and retain our excellent staff members.



### Transparent

We openly share our compensation structure as an organization and what drives our total compensation package. We provide clarity so that our staff understand their compensation and the investments made in them.



### Fair and Consistent

We ensure that employees within the same position are compensated fairly and consistently. We regularly review data and compensation processes to ensure staff do not experience differences in their compensation based on gender, race, and other demographic factors.



### Sustainable

We plan for our future and ground our investments in our staff in our ability to continue to do so in future years, while also maintaining critical investments in our students and other needed expenses.

## OUR COMMITMENT TO YOU

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## Our Teacher Salary Scale

At E.L. Haynes we deeply value the experiences that our teachers bring into the classroom each day. Our Teacher Salary Scale incorporates all of your prior years of relevant teaching experience. When you join our community, we honor every year of teaching experience, and as you stay with us over time, you will continue to see predictable annual increases.

## Teaching Experience - What Counts

- Teaching experience in a Pre-K through 12 school setting (in the US or in an international school)
- Instructional leadership in a Pre-K through 12 school setting
- Instructional support experience at E.L. Haynes (*Note: this experience will be prorated, e.g. 0-2 years of experience will be placed on Step 1, and 3-5 years will be placed on Step 2*)

## Teaching Experience - What Doesn't Count

- Less than 50% of a school year
- Tutoring experience
- Daycare experience
- Volunteering
- Homeschool teaching experience
- University- or College-level teaching experience
- Resident, fellow, and/or student-teaching experience
- Substitute teaching

STEP	AMOUNT
1	\$65,000
2	\$67,000
3	\$69,000
4	\$71,000
5	\$73,000
6	\$75,000
7	\$77,000
8	\$79,000
9	\$81,000
10	\$83,000
11	\$85,500
12	\$88,000
13	\$90,500
14	\$93,000
15	\$95,500
16	\$98,000
17	\$100,500
18	\$103,000
19	\$105,500
20	\$108,000
21+	\$110,500

For questions, contact Joel Brown, Senior Director of Talent, at [jbrown@elhaynes.org](mailto:jbrown@elhaynes.org).