



FY21 TEACHER SALARY SCALE

STEP	Years of Experience	FY21 BA + Cert	FY21 MA + Cert
1	0	\$52,000	\$57,000
2	1	\$54,000	\$59,000
3	2	\$56,000	\$61,000
4	3	\$58,000	\$63,000
5	4	\$60,000	\$65,000
6	5	\$62,000	\$67,000
7	6	\$64,000	\$69,000
8	7	\$66,000	\$71,000
9	8	\$68,000	\$73,000
10	9	\$70,000	\$75,000
11* (max. entry step)	10	\$72,000	\$77,000
12	11	\$74,000	\$79,000
13	12	\$76,000	\$81,000
14	13	\$78,000	\$83,000
15	14	\$80,000	\$85,000
16	15	\$82,000	\$87,000
17	16	\$84,000	\$89,000
18	17	\$86,000	\$91,000
19	18	\$88,000	\$93,000
20	19	\$90,000	\$95,000
21	20	\$92,000	\$97,000
22	21	\$94,000	\$99,000
23	22	\$96,000	\$101,000
24	23	\$98,000	\$103,000
25* (max. step)	24	\$100,000	\$105,000

IMPORTANT INFORMATION ABOUT FY21 TEACHER SALARY SCALE

Teacher compensation is based on a formula with add-ons to a base salary.

Base salary for FY21 is \$50,000.

\$2,000 is awarded for each experience year (up to 24 years)

- Experience years are based on full-time teaching or administrative experience while employed by a school or district. Employment of at least 30 hours/week is considered full-time experience.
- Experience must be verifiable by school or district.
- Student teaching, residency, or fellowship years will not be included unless teacher was teacher of record.
- The maximum number of experience years counted when entering CCPCS is 10; maximum entry step is 11.
- Experience obtained prior to receiving a Bachelor's degree will not be counted/considered.
- The top step is 25; a teacher reaching this step will remain at the same salary unless the base increases.

\$5,000 is awarded for a Master's Degree

- There is no additional award for a second Master's or credits beyond Master's.
- Salary add-ons for Master's will not be granted until the official transcript is received by the Business Office; compensation will be granted retroactively to the date the degree was awarded if obtained within the same school year (ie, if transcript is received in February 2020, but degree was awarded 12/15/19, additional pay will be retroactive to 12/15/19).

\$2,000 is awarded for current/valid teaching certification

- **\$2,000 is awarded for each current/valid certification (max. 3)** in areas relevant to your position as approved by Admin. (Special education and ELL certifications are considered for teachers of all grades/disciplines; early childhood certifications would be considered relevant for an early childhood teacher, but not for a high school teacher.)
- For new hires beginning 2018 and for all staff beginning 8/15/2021 certifications must be from District of Columbia; certification add-ons will not be awarded for out of state certifications.
- Salary add-ons for certification will not be granted until a copy of the actual certification is received by the Business Office.
- Additional compensation for certification will be granted retroactively to the date the certification was granted provided it is received the same school year.
- Teachers are responsible for keeping certifications current and valid and providing documentation to the Business Office; if certifications expire, salary will be adjusted accordingly for the next contract period.

\$3,000 is awarded for valid National Board Certification

Up to \$2,000 is awarded for Spanish language skills

- To receive this increase, individuals must take and pass the oral and/or written portions of the [ACTFL](#) assessment with a score of Advanced or higher.
- \$1,000 is awarded for an Advanced score on the ACTFL writing proficiency test.
- \$1,000 is awarded for an Advanced score on the ACTFL oral proficiency assessment.
- Salary add-ons are not awarded until score reports are received by the Business Office.
- Salary add-on is granted retroactively to the beginning of the annual contract period if documentation is received by April 1. For documentation received after this date, salary increase is awarded for the following school year.

ADDITIONAL EXPERIENCE

At time of hire, Capital City may decide to grant additional compensation for prior experience other than school-based teaching experience. This is applied in situations where teachers have significant relevant experience that is not school-based.

- Only experience directly relevant to the role/position will be considered. Examples: arts teacher with 3 years of teaching in arts organizations, but not in schools; special education teacher with several years of counseling experience; science teacher with prior experience working in the field of science.
- Compensation for additional experience must be documented and approved at time of hire and will not be considered later.
- Maximum add-on for additional experience is \$7,500.
- Additional experience will be considered an "add-on" to salary rather than translated into steps.