

As an employer, KIPP DC believes in ensuring our compensation system is clear, equitable, and highly competitive. Below is more information about the guiding principles and philosophy that shape our overall compensation package, as well as information about our instructional staff salary scales.

Compensation Philosophy

KIPP DC is committed to compensation practices that support the recruitment and retention of the highest quality and most diverse talent for its students. Our compensation guiding principles are:



Clarity

Our team is clear on how compensation decisions are made, the compensation pathway they are eligible for, and the processes followed to make decisions.



Equity

Structures and processes are in place to ensure that compensation decisions are made within set guidelines and pay is consistent across similar roles. These processes are implemented consistently and equitably.



Highly Competitive

Compensation is highly competitive relative to the DC market for similar roles. We are responsive to both market demand and internal talent needs through competitive compensation practices.

Your Placement on the Salary Scale

KIPP DC's instructional staff salary scales incorporate prior years of relevant experience and educational attainment. You will be placed on the scale using the years of experience and educational attainment reflected in the resume used in your application to KIPP DC.

On pages two and three of this document, you will find the teacher scale and information on what does and does not count as a relevant year of experience. On pages four and five, you will find the instructional assistant and assistant teacher salary scale and information on what does and does not count as a relevant years of experience. On page six, you will find information pertaining to Capital Teaching Residents.

This information was accurate as of April 2021 and reflects salaries for the 2021-22 school year. Additional information is available during our staff application process.

Please visit www.kippdc.org/apply to start your application today.

KIPP DC Lead, Special Education, General Knowledge, & Specials Teacher Salary Scale

To calculate your **total compensation**, add your location on the salary scale, your renewal add-on, and any applicable stipends (i.e. grade level chair).

Step	Bachelor's	Bachelor's + 15 credits	Master's
1	60,500	61,710	64,487
2	62,315	63,561	66,422
3	64,184	65,468	68,414
4	66,110	67,432	70,467
5	68,093	69,455	72,581
6	70,136	71,539	74,758
7	72,240	73,685	77,001
8	74,407	75,896	79,311
9	77,384	78,931	82,483
10	80,479	82,089	85,783
11	83,698	85,372	89,214
12	87,046	88,787	92,782
13	89,657	91,451	95,566
14	92,347	94,194	98,433
15	95,118	97,020	101,386
16	97,971	99,931	104,427
17	100,910	102,928	107,560
18	103,938	106,016	110,787
19	107,056	109,197	114,111
20	110,267	112,473	117,534
21	113,575	115,847	121,060
22	116,983	119,322	124,692
23	120,492	122,902	128,433

What is a step?

Step 1 = 1st year of teaching (new teacher)

Step 5 = 5th year of teaching (4 years of prior experience + current school year)

Renewal Add-Ons

Renewal Add-Ons will be added to base salary to celebrate those who remain with KIPP DC.

*\$2K at the start of 2 years
\$3K at the start of 3 years
\$5K at the start of 4 years+*

Stipends

Standard stipends can provide **additional compensation** for work performed in addition to normal responsibilities.

Benefits

KIPP DC will continue to offer a robust and comprehensive benefits package.

Please Note: The maximum step you can enter upon hire into KIPP DC's salary scale is step 10.

Years of Experience Explained

What Counts

- PreK-12 public, private, or faith-based school teacher-of-record experience
- School leadership roles related to instructional leadership (e.g., Principal, Coach, Dean, etc.)
- Overseas experience counts, so long as it meets the above guidelines
- Intern teachers (only if listed as teacher of record)
- Partial years of experience: Any teacher-of-record experience that began on or before December 31 will count as one year.

What Doesn't Count

- Substitute or long-term substitute experience
- Instructional Assistant, Assistant Teacher, Classroom Aide, Fellow, or After School Educator experience
- Resident or student teaching experience
- Daycare, homeschooling, or independent study experience
- College teaching assistant experience
- School or district roles not related to instructional leadership
- Partial years of experience: Any teacher-of-record experience that began on or after January 1.

KIPP DC Assistant Teacher & Instructional Assistant Compensation

To calculate your **total compensation**, add your location on the salary scale and your renewal add-on.

Assistant Teacher & Instructional Assistant Salary Scale			
Step	HS Diploma or GED	Associate's	Bachelor's
1	31,381	33,623	35,865
2	32,637	34,969	37,300
3	33,942	36,367	38,792
4	35,300	37,821	40,343
5	36,712	39,335	41,957
6	38,181	40,907	43,636
7	39,707	42,543	45,381
8	41,295	44,246	47,196
9	42,947	46,015	49,084
10	44,665	47,856	51,047
11	46,451	49,770	53,090
12	48,310	51,761	55,213
13	50,242	53,831	57,421
14	52,253	55,984	59,718
15	54,342	58,223	62,107
16	56,515	60,552	64,591

Renewal Add-Ons

Renewal Add-Ons will be added to base salary to celebrate those who remain with KIPP DC.

*\$500 at the start of 2 years
\$1,000 at the start of 3 years
\$1,500 at the start of 4 years
\$2,000 at the start of 5 years +*

Stipends

Standard stipends can provide **additional compensation** for work performed in addition to normal responsibilities.

Benefits

KIPP DC will continue to offer a robust and comprehensive benefits package.

Please Note: The maximum step you can enter upon hire into KIPP DC's salary scale is step 10.

Years of Experience Explained

What Counts

- Prior assistant teaching or instructional assistant positions
- Daycare teaching
- After school teaching experience
- College teaching assistant experience
- Partial years of experience: Any Assistant Teaching / Instructional Assistant experience that began on or before December 31 will count as one year.

What Doesn't Count

- Work experience that is not related to education or teaching (i.e. office positions, sales, retail)
- Partial years of experience: Any Assistant Teaching / Instructional Assistant experience that began on or after January 1.

Resident Compensation

The Capital Teaching Residency program is a 1-year teaching residency, with two additional years of coaching and support from KIPP DC's knowledge and learning team. Once residents complete the first year of the program and if they secure a lead teaching position at KIPP DC, they move onto the teacher scale on pages two and three.

Capital Teaching Residency Salary Components		
Resident	Base Salary	\$42,000
	Payment Upon Completion	\$3,000
	Total Salary	\$45,000

Licensure

Opportunity to earn a **teaching license** upon program completion.

Professional Development

Significant **training** and **development**.

Benefits

KIPP DC will continue to offer a **robust and comprehensive benefits** package.

Master's Degree

Optional opportunity to work toward a **master's degree**.