

For NCTQ's analysis of 2020-2021 salary schedules, this 2018-2019 salary document was used again, as it remained posted on the district website as of March 2021. NCTQ's policy is to analyze salary schedules posted as of January 1, 2021. For NCTQ's analysis of 2019-2020 salary schedules, this 2018-2019 salary document was used again, as it remained posted on the district website as of May 2020. NCTQ's policy is to analyze salary schedules posted as of January 1, 2020.

## FY 2019 ET 15 Salary Schedule

District of Columbia Public Schools

Fiscal Year: 2019      Service Code Definition: Educational Service - WTU - ET 15  
 Effective Date: 10/01/18 or first full pay period  
 Union/Non-Union: WTU      Affected CBU: MAA and Service Codes: Q,R,S  
 Increase: 2%


FY 2019 ET 15 Salary Schedule - 10 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">2.00%</span>			Longevity Placements		
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Bachelors	\$ 56,313	\$ 56,506	\$ 57,665	\$ 59,794	\$ 61,903	\$ 64,027	\$ 66,724	\$ 69,400	\$ 72,097	\$ 74,769	\$ 77,457	\$ 82,838	\$ 89,294	N/A	N/A	N/A			
Bachelors + 15	\$ 58,189	\$ 59,110	\$ 60,324	\$ 62,440	\$ 64,560	\$ 66,685	\$ 69,377	\$ 72,066	\$ 74,751	\$ 77,444	\$ 80,117	\$ 85,510	\$ 94,635	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 60,067	\$ 61,451	\$ 64,136	\$ 66,823	\$ 69,503	\$ 72,198	\$ 75,535	\$ 78,856	\$ 82,200	\$ 85,523	\$ 88,869	\$ 95,529	\$ 104,199	\$ 105,395	\$ 107,389	\$ 110,179			
Masters + 30	\$ 61,944	\$ 64,136	\$ 66,823	\$ 69,503	\$ 72,198	\$ 74,885	\$ 78,211	\$ 81,553	\$ 84,883	\$ 88,206	\$ 91,533	\$ 98,213	\$ 106,938	\$ 108,134	\$ 110,128	\$ 112,919			
Masters + 60/PhD	\$ 65,697	\$ 66,823	\$ 69,503	\$ 72,198	\$ 74,885	\$ 77,573	\$ 80,903	\$ 84,242	\$ 87,571	\$ 90,905	\$ 94,224	\$ 101,191	\$ 110,427	\$ 111,622	\$ 113,617	\$ 116,408			

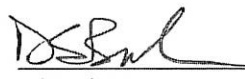
  

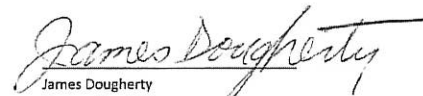
FY 2019 ET 15 Salary Schedule - 11 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">2.00%</span>			Longevity Placements		
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Bachelors	\$ 61,944	\$ 62,157	\$ 63,432	\$ 65,773	\$ 68,093	\$ 70,429	\$ 73,397	\$ 76,341	\$ 79,307	\$ 82,247	\$ 85,203	\$ 91,123	\$ 98,224	N/A	N/A	N/A			
Bachelors + 15	\$ 64,008	\$ 65,021	\$ 66,356	\$ 68,683	\$ 71,015	\$ 73,353	\$ 76,315	\$ 79,273	\$ 82,227	\$ 85,189	\$ 88,129	\$ 94,061	\$ 104,100	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 66,074	\$ 67,596	\$ 70,550	\$ 73,505	\$ 76,453	\$ 79,417	\$ 83,089	\$ 86,741	\$ 90,421	\$ 94,076	\$ 97,756	\$ 105,082	\$ 114,618	\$ 115,934	\$ 118,127	\$ 121,197			
Masters + 30	\$ 68,138	\$ 70,550	\$ 73,505	\$ 76,453	\$ 79,417	\$ 82,374	\$ 86,032	\$ 89,709	\$ 93,371	\$ 97,027	\$ 100,687	\$ 108,033	\$ 117,632	\$ 118,947	\$ 121,140	\$ 124,211			
Masters + 60/PhD	\$ 72,267	\$ 73,505	\$ 76,453	\$ 79,417	\$ 82,374	\$ 85,330	\$ 88,994	\$ 92,667	\$ 96,327	\$ 99,996	\$ 103,646	\$ 111,310	\$ 121,469	\$ 122,786	\$ 124,979	\$ 128,049			

FY 2019 ET 15 Salary Schedule - 12 Month														Adjustment: <span style="border: 1px solid black; padding: 2px;">2.00%</span>			Longevity Placements		
Education Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16	17-18 Yrs Service	19-20 Yrs Service	21+ Yrs Service			
Bachelors	\$ 66,735	\$ 66,940	\$ 68,176	\$ 70,440	\$ 72,688	\$ 74,951	\$ 77,823	\$ 80,673	\$ 83,543	\$ 86,391	\$ 89,253	\$ 94,984	\$ 101,860	N/A	N/A	N/A			
Bachelors + 15	\$ 68,735	\$ 69,714	\$ 71,007	\$ 73,260	\$ 75,518	\$ 77,782	\$ 80,649	\$ 83,511	\$ 86,372	\$ 89,240	\$ 92,086	\$ 97,829	\$ 107,549	N/A	N/A	N/A			
Bachelors + 30/Masters	\$ 70,731	\$ 72,196	\$ 75,067	\$ 77,928	\$ 80,782	\$ 83,652	\$ 87,187	\$ 90,742	\$ 94,307	\$ 97,844	\$ 100,474	\$ 108,500	\$ 117,732	\$ 118,929	\$ 120,923	\$ 123,713			
Masters + 30	\$ 72,733	\$ 75,067	\$ 77,928	\$ 80,782	\$ 83,652	\$ 86,514	\$ 90,056	\$ 93,616	\$ 97,164	\$ 100,702	\$ 104,244	\$ 111,358	\$ 120,652	\$ 121,847	\$ 123,841	\$ 126,633			
Masters + 60/PhD	\$ 76,728	\$ 77,928	\$ 80,782	\$ 83,652	\$ 86,514	\$ 89,381	\$ 92,924	\$ 96,480	\$ 100,023	\$ 103,575	\$ 107,109	\$ 114,530	\$ 124,365	\$ 125,561	\$ 127,555	\$ 130,346			

  
 Crystal Jefferson  
 Chief  
 Office of Talent and Culture  
 Date: 10/18/2017

  
 Scott Barash, Esq.  
 General Counsel  
 Office of General Counsel  
 Date: 10/19/17

  
 James Dougherty  
 Agency Fiscal Officer  
 Primary and Secondary Education Cluster  
 Office of the Chief Financial Officer  
 Date: 10/18/17