



Teacher Salary Scale

JOIN A TEAM OF TRAILBLAZERS

Girls Global Academy staff are valued contributors to our community where we thrive together. We aim to hire education trailblazers who aim to play a significant role in creating an environment where our student's matter and thrive.

Compensation at Girls Global Academy

It is our goal to show appreciation for the hard work and services of staff within a compensation package. Girls Global Academy is committed to recruiting and retaining high quality educators. We want to ensure that our compensation is competitive, clear and sustainable for long term planning. We will evaluate the pay scale annually. to keep it aligned with the overall financial health of GGA, change in job roles and aligned as much as possible to market trends.

Sustainable

Salaries allow the school to continue to align with the overall funding structure and financial health of GGA.

Competitive

Salaries and benefits are comparable relative to charter schools throughout Washington, DC and aligned as much as possible to local market.

Clear

Compensation pathways are easy to understand and decisions making follows a process based on experiences and education.

Teacher Salary Scale

STEP	Bachelor's SY 24-25	Bachelor's + SPED or EL Cert SY24-25	Master's SY 24-25	Master's + SPED or EL Cert SY24-25
1	64,252	66,252	67,252	69,252
2	66,180	68,180	69,180	71,180
3	68,165	70,165	71,165	73,165
4	70,210	72,210	73,210	75,210
5	72,317	74,317	75,317	77,317
6	74,486	76,486	77,486	79,486
7	76,721	78,721	79,721	81,721
8	79,022	81,022	82,022	84,022
9	81,393	83,393	84,393	86,393
10 (Max Entry)	83,835	85,835	86,835	88,835
11	86,350	88,350	89,350	91,350
12	88,940	90,940	91,940	93,940
13	91,608	93,608	94,608	96,608
14	94,357	96,357	97,357	99,357
15	97,187	99,187	100,187	102,187
16	100,103	102,103	103,103	105,103
17	101,104	103,104	104,104	106,104
18	102,115	104,115	105,115	107,115
19	103,136	105,136	106,136	108,136
20	104,168	106,168	107,168	109,168

TEACHER COMPENSATION

Effective July 1, 2024

GGA Salary Scale Placement

Girls Global instructional staff salary scales incorporate relevant years of experience, certifications and education attainment. New staff will enter the GGA instructional scale at a maximum of Step 10.

A step is the years of experience for a teacher. Step 1 is equivalent to a new teacher Step 4 is 3 years of prior teaching experience plus the current school year.

BENEFITS

Girls Global Academy continues to offer comprehensive benefits including medical & prescription, access to dental and vision, life insurance, up to 3% retirement matching, SMART benefits

STIPENDS

Girls Global Academy staff can receive compensation for work completed for in addition to regularly assigned duties and responsibilities

EDUCATION ATTAINMENT

Girls Global Academy recognizes bachelors and master's degrees in the field of education. There is no additional compensation for a second Master's or doctorate. Compensation is granted when official transcripts are received; retroactively granted to the degree award date and submitted in the same year.

TEACHING EXPERIENCE

What Counts:

- Teaching experience in a Pre-K - 12 school as the lead teacher of record.
- Instructional leadership in a Pre-K – 12 school (i.e. Instructional Coach, Dean, Assistant Principal, Principal etc.)
- GGA Instructional Support experiences at Girls Global Academy (prorated experience 1-4 years = Step 1 placement; 5-8 years= Step 2 placement)
- Partial full-time teacher of record experience for at least six months of the school year

What Does not Count:

- Day camp, day care, homeschool teacher, after school teacher experiences
- Substitute or long-term substitute teaching experiences
- Student teaching, resident teaching and fellowship experiences
- Tutoring and volunteering experiences
- College level teaching and College teacher assistant experience
- Non-education work experiences
- Partial years of experiences less than six months of the school year
- Non-classroom lead teacher or non-instructional leadership experiences (Curriculum writer, Dedicated Aides, Teacher Assistant or Teacher Aide)