



Public Charter High School

Teacher Annual Pay Scale

Thurgood Marshall Academy (DC LEA #146) teacher compensation is based on a scale considering educational attainment and years of teaching experience (at Thurgood Marshall Academy or other institutions).

Experience	Bachelor's Degree	Master's Degree	2 Master's Degrees	PhD, JD, or Equivalent
1	\$62,734	\$66,866	\$69,009	\$73,185
2	\$62,948	\$68,456	\$71,448	\$74,439
3	\$64,236	\$71,448	\$74,439	\$77,426
4	\$66,608	\$74,439	\$77,426	\$80,428
5	\$68,960	\$77,426	\$80,428	\$83,421
6	\$71,324	\$80,428	\$83,421	\$86,413
7	\$74,327	\$84,146	\$87,126	\$90,128
8	\$77,312	\$87,844	\$90,848	\$93,846
9	\$80,315	\$91,572	\$94,561	\$97,553
10	\$83,292	\$95,273	\$98,264	\$101,266
11	\$86,287	\$98,939	\$101,968	\$104,963
12	\$92,282	\$106,418	\$109,408	\$112,724

Notes:

- Salaries above are annualized and gross; actual paid is earned and paid of over 24 pay-periods and deducts payroll taxes and other withholdings, such as employee portions of benefits.
- Teachers above step 12 receive the same percentage increase from one year to the next as do non-instructional employees.

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