

SY26-27 Teacher Salary Scale

Washington Yu Ying PCS

At Washington Yu Ying PCS, we believe that a **great teacher in every classroom** is the foundation of student success. Our investment in teacher compensation is directly aligned to our strategic priority of **building a great place for educators**—one where talented teachers are recruited, developed, and retained.

Compensation Philosophy

Our compensation system is guided by three core principles:

- **Clarity** – Staff understand how compensation is determined and how it can grow over time
- **Equitable Pay** – Compensation is fair across roles and individuals, with regular internal and external review
- **Competitive Total Rewards** – We aim to offer strong compensation alongside a meaningful, supportive work environment

Teacher Salary Scale (SY26–27)

*Washington Yu Ying Chinese Teaching Fellows are paid a salary of \$55,577.00 annually.

Step	Salary
1	\$67,759
2	\$69,656
3	\$71,607
4	\$73,612
5	\$75,673

6	\$77,792
7	\$79,970
8	\$82,055
9	\$84,194
10	\$86,390
11	\$88,117
12	\$89,880
13	\$91,677
14	\$93,511
15	\$95,381
16	\$97,289
17	\$99,234
18	\$101,219
19	\$103,243
20	\$105,308
21	\$107,414
22	\$109,563
23	\$111,754
24	\$113,989
25	\$116,269

Qualifying Experience (Counts Toward YOE)

The following experience will be included when determining salary scale step placement:

- Full-time PreK-12 teaching experience as the *teacher-of-record in a school setting
- Full-time co-teaching experience, where the individual shared responsibility for planning, instruction, and assessment
- Full-time instructional leadership experience in a PreK-12 setting (e.g., Instructional Coach, Dean of Curriculum & Instruction, Academic Lead roles)
- International teaching experience, if it is equivalent to a PreK-12 school setting and the individual served as *teacher-of-record with responsibility for planning, instruction, and assessment
- Early childhood (ECE) experience, if it occurs within a structured Pre-K program aligned to academic standards and includes responsibility for planning, instruction, and assessment
- Long-term substitute teaching (one semester or longer), if the individual served as the *teacher-of-record

Specialized Roles (e.g. Specials Teachers and Service providers)

For certain specialized roles (e.g., arts, speech-language pathology, occupational therapy), relevant professional experience outside of a traditional PreK–12 setting may be considered toward YOE.

To qualify:

- The experience must include responsibility for planning, delivering, and assessing instruction or services

- The experience must be directly aligned to the role at Washington Yu Ying

*"Teacher-of-record": Teaching experience must include primary responsibility for planning and delivering instruction

**All experience must be verifiable through official documentation (e.g., employment verification, contracts, or references). Unverified experience will not be included in YOE calculations. All such experience will be reviewed by HR to determine alignment and eligibility.

Non-Qualifying Experience (Does Not Count Toward YOE)

The following experience will not be included in YOE (Years of Experience) calculations:

- Paraprofessional or instructional assistant roles
- Daycare or early childcare roles (non-PreK-12 aligned)
- Summer camp roles
- After-school programming (including REEF or similar programs)
- Substitute teaching (unless meeting long-term teacher-of-record criteria above)
- Tutoring (individual or group)
- Volunteer experience
- Yu Ying Fellowship

Clarifications

To ensure consistent application across all candidates and staff:

- **No partial credit:** Experience either qualifies in full or does not count
- **No exceptions:** This policy is applied to all instructional staff to ensure equity

Step Placement Rules

- Step placement reflects the current year of qualifying experience being completed, with each year corresponding to a step on the salary scale.

- Years of experience are calculated as of the employee's start date for the applicable school year.
- Partial years are not rounded up
- All instructional roles (English, Chinese, Specials, and Learning Support) follow the same structure

Growth Over Time

- Teachers will progress one step per year based on completed years of experience
- Annual increases are built into the scale to provide **predictable and consistent growth**
- Future adjustments to the scale will be made based on market analysis changes every 3 years.

Effective Date

This salary scale will take effect at the beginning of the **SY26–27 school year**.