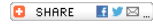


- Position Overviews
- How to Apply
- Compensation
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- Frequently Asked Questions

Compensation

Find information about **IMPACTplus**, base salary, additional compensation opportunities and benefits



- **IMPACTplus**
- **Base Salary**
- **Benefits**



IMPACTplus

IMPACTplus is the groundbreaking performance-based compensation system for Washington Teachers' Union (WTU) members.

We feel it is essential to demonstrate – in the boldest way possible – how much we value the work teachers do. We are proud that outstanding DCPS educators are now being paid what they deserve. We recognize that teachers do not go into the profession for the money. But at DCPS, we believe that great teachers deserve to be compensated like the professionals they are.

Any WTU member who earns an IMPACT rating of Highly Effective is eligible for IMPACTplus. IMPACTplus has two parts: an annual bonus after one year of being rated Highly Effective and an increase in base salary after two consecutive years of being rated Highly Effective.

Highly Effective teachers can earn up to \$25,000 in annual bonuses and see increases in their base salary of up to \$27,000.

IMPACTplus was recently featured on the front page of the New York Times – [click here](#) to read what they had to say about our approach.

Learn more about IMPACTplus

Base Salary

Year of Full Time Teaching Experience	Step	BA	BA +15 Credits	MA or BA +30 Credits	MA + 30 Credits	PhD or MA + 60 Credits
1	1	\$51,539	\$53,256	\$54,975	\$56,693	\$60,128
2	2	\$51,716	\$54,099	\$56,242	\$58,699	\$61,158
3	3	\$52,777	\$55,210	\$58,699	\$61,158	\$63,611
4	4	\$54,725	\$57,147	\$61,158	\$63,611	\$66,078
5	5	\$56,655	\$59,087	\$63,611	\$66,078	\$68,537
6	6	\$58,599	\$61,032	\$66,078	\$68,537	\$70,997
7	7	\$61,068	\$63,496	\$69,132	\$71,581	\$75,045
8	8	\$63,517	\$65,957	\$72,171	\$74,640	\$77,101
9	9	\$65,985	\$68,414	\$75,232	\$77,687	\$80,147
10	10	\$68,431	\$70,879	\$78,273	\$80,729	\$83,199
11	11	\$70,891	\$73,325	\$81,335	\$83,774	\$86,236
12						
13						
14	12	\$75,816	\$78,261	\$87,431	\$89,887	\$92,613
15						
16	13	\$81,724	\$86,613	\$95,366	\$97,873	\$101,066
17	Longevity 1	-	-	\$96,460	\$98,967	\$102,160
18						
19	Longevity 2	-	-	\$98,285	\$100,792	\$103,985
20						
21+	Longevity 3	-	-	\$100,839	\$103,347	\$106,540

Benefits

All full-time staff members are entitled to the following benefits:

- Health Insurance
 - HMO (Aetna, Kaiser Permanente, or United HealthCare)
 - PPO (Aetna)
 - POS (United HealthCare)

- Dental and Optical Insurance (Plans provided by the Washington Teachers' Union)
- Other Insurance
 - Basic Life Insurance
 - Supplemental Life Insurance
 - Accidental Death and Dismemberment Insurance
 - Short-Term Disability Insurance
 - Long-Term Disability Insurance
- Other Benefits
 - Teacher's Retirement Plan
 - Flexible Spending Accounts (for dependent care & health care)
 - 403(b) Tax Sheltered Annuities
 - DC Teachers Federal Credit Union
 - 457 Deferred Compensation Plan
 - Loan Cancellation or Deferment
 - AT&T Discount Program for District of Columbia Employees
 - Employer Assisted Housing Program (Up to \$11,500 for first-time homebuyers in DC)
 - HUD Good Neighbor Next Door Program (50% off the list price for HUD homes)
 - Discounted memberships to Washington Sports Clubs

Please visit the [DCPS Human Resources](#) page for additional information.

Inside DCPS Highlights.



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