

EDUCATIONAL AIDE COMPENSATION OVERVIEW



Effective July 1, 2026

Our Vision

We proactively recruit, intentionally develop, and deeply value all members of our diverse and highly talented staff community. Our work environment fosters inclusion and authenticity, supporting all staff to thrive in their roles and maximize their impact on students.

Our Theory of Action



We create a great place to work, by defining a shared vision of excellence for all roles rooted in our core values; creating a culture of continuous growth and learning at all levels; and, innovating on and redefining the comprehensive set of investments we make in our people,

ALL staff members will operate with clear expectations and aligned goals; engage in school communities rooted in relationships, inclusion, and equity; and, receive the support they need to thrive in their roles and know they are valued for their contributions.



Our Compensation Philosophy

We will anchor our compensation decisions in the following guiding principles:



Competitive

We offer salaries that are competitive in the D.C. market for similar roles. We assess our competitiveness regularly to ensure that we are able to attract and retain our excellent staff members.



Transparent

We openly share our compensation structure as an organization and what drives our total compensation package. We provide clarity so that our staff understand their compensation and the investments made in them.



Fair and Consistent

We ensure that employees within the same position are compensated fairly and consistently. We regularly review data and compensation processes to ensure staff do not experience differences in their compensation based on gender, race, and other demographic factors.



Sustainable

We plan for our future and ground our investments in our staff in our ability to continue to do so in future years, while also maintaining critical investments in our students and other needed expenses.

OUR COMMITMENT TO YOU

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Our Educational Aide Salary Scale

At E.L. Haynes we deeply value the experiences that our Educational Aides bring into the classroom each day. Our EA Salary Scale incorporates your prior years of relevant experience. When you join our community, we honor every year of aide experience, and as you stay with us over time, you will continue to see predictable annual increases.

Experience - What Counts

- Previous experience in an Aide role in a Pre-K through 12 school setting
- Previous experience with E.L. Haynes' Out of School Time program

(Note: this experience will be adjusted for a maximum initial step placement on Step 3. 0-3 years of experience will be placed on Step 1; 4-6 years will be placed on Step 2; and, 7+ years will be placed on Step 3. Step placements beyond Step 3 will only apply to annual increases for returning staff members.)

Experience - What Doesn't Count

- Less than 50% of a school year
- Tutoring
- Daycare
- Volunteering

STEP	AMOUNT
1	\$40,000
2	\$41,500
3	\$43,000
4	\$44,500
5	\$46,000
6	\$47,500
7	\$49,000
8	\$50,500
9	\$52,000
10	\$53,500
11	\$55,500
12	\$57,500
13	\$59,500
14	\$61,500
15	\$63,500
At Step 16 and beyond, Educational Aide salaries increase \$1,000 per year.	