



WASHINGTON ELEMENTARY SCHOOL DISTRICT EXEMPT PROFESSIONAL 2026-2027 NEW HIRE SALARY PLACEMENT

Approved by Governing Board on June 11, 2026

New Employee Placement Guidelines

1. Up to ten (10) years of prior experience may be granted at 2% per year based on the minimum amount.

Work Calendar	208	227	261
Working Days	185	203	239

Years of Full-Time related experience	Grade A	Grade B	Grade C	Grade D	Grade E	Grade F	Grade G	Grade H	Grade I	Grade J	Grade K	Grade L	Grade M	Grade N
0	\$33,941	\$38,308	\$39,500	\$45,636	\$48,837	\$51,620	\$54,621	\$55,559	\$59,482	\$60,500	\$60,716	\$63,061	\$68,585	\$69,562
1	\$34,620	\$39,074	\$40,290	\$46,549	\$49,814	\$52,652	\$55,713	\$56,670	\$60,672	\$61,710	\$61,930	\$64,322	\$69,957	\$70,953
2	\$35,299	\$39,840	\$41,080	\$47,461	\$50,790	\$53,685	\$56,806	\$57,781	\$61,861	\$62,920	\$63,145	\$65,583	\$71,328	\$72,344
3	\$35,977	\$40,606	\$41,870	\$48,374	\$51,767	\$54,717	\$57,898	\$58,893	\$63,051	\$64,130	\$64,359	\$66,845	\$72,700	\$73,736
4	\$36,656	\$41,373	\$42,660	\$49,287	\$52,744	\$55,750	\$58,991	\$60,004	\$64,241	\$65,340	\$65,573	\$68,106	\$74,072	\$75,127
5	\$37,335	\$42,139	\$43,450	\$50,200	\$53,721	\$56,782	\$60,083	\$61,115	\$65,430	\$66,550	\$66,788	\$69,367	\$75,444	\$76,518
6	\$38,014	\$42,905	\$44,240	\$51,112	\$54,697	\$57,814	\$61,176	\$62,226	\$66,620	\$67,760	\$68,002	\$70,628	\$76,815	\$77,909
7	\$38,693	\$43,671	\$45,030	\$52,025	\$55,674	\$58,847	\$62,268	\$63,337	\$67,809	\$68,970	\$69,216	\$71,890	\$78,187	\$79,301
8	\$39,372	\$44,437	\$45,820	\$52,938	\$56,651	\$59,879	\$63,360	\$64,448	\$68,999	\$70,180	\$70,431	\$73,151	\$79,559	\$80,692
9	\$40,050	\$45,203	\$46,610	\$53,850	\$57,628	\$60,912	\$64,453	\$65,560	\$70,189	\$71,390	\$71,645	\$74,412	\$80,930	\$82,083
10	\$40,729	\$45,970	\$47,400	\$54,763	\$58,604	\$61,944	\$65,545	\$66,671	\$71,378	\$72,600	\$72,859	\$75,673	\$82,302	\$83,474

Above is representative of an initial salary placement using the below guidelines, and is intended to be used as a guide only. Please contact Human Resources for additional information.

Incentives:

1. Doctorate in Education
 - a. \$2,500 - Annual stipend for possession of valid Doctorate in Education.
2. Classified Benefits
 - a. Full Time employees (.75 FTE and above) receive benefits including but not limited to health, dental, life, and short-term disability insurance.

The Washington Elementary School District is an Equal Employment Opportunity Employer in compliance with Title VI of the Civil Rights Act of 1964, Civil Rights Act Title VII of 1972, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990. Washington Elementary School District does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identify or expression, disability or age in employment or in any of its educational programs or in the provisions of benefits and services to students.

For information regarding discrimination grievance or complaint procedures contact the Executive Director for Human Resources at 602.347.2801



WASHINGTON ELEMENTARY SCHOOL DISTRICT

EXEMPT PROFESSIONAL

2026-2027 NEW HIRE SALARY PLACEMENT

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Grade	Job Title	Minimum Starting Salary	Work Calendar		Grade	Job Title	Minimum Starting Salary	Work Calendar
L	Accounting Manager	\$63,061	261		L	Insurance Coordinator	\$63,061	261
I	Administrative Assistant	\$59,482	261		H	Internal Auditor	\$55,559	261
F	Administrative Assistant Human Resources	\$51,620	261		D	KidSpace Billing Program Manager	\$45,636	261
F	Administrative Assistant of Academic Services	\$51,620	261		L	KidSpace Coordinator	\$63,061	261
F	Administrative Assistant of Business Services	\$51,620	261		F	KidSpace Early Childhood Enrichment Coach	\$51,620	261
L	Administrative Assistant to Superintendent	\$63,061	261		D	KidSpace Program Manager	\$45,636	261
J	Alternative Education Program Manager	\$60,500	261		F	Manager of Print Services	\$51,620	261
N	Bridge Coach	\$69,562	261		N	Math Instruction Specialist	\$69,562	261
E	Budget & Grant Manager	\$48,837	261		C	Office Manager	\$39,500	227
L	Budget Manager	\$63,061	261		F	Office Support Manager	\$51,620	261
L	Budget Specialist	\$63,061	261		L	Payroll Manager	\$63,061	261
N	Climate And Cultural Athletic Coordinator	\$69,562	261		J	Private Placement Coordinator	\$60,500	261
F	Communication Coordinator	\$51,620	261		H	Program Coordinator Afterschool	\$55,559	261
J	Coordinator EDP	\$60,500	261		L	Project Manager ESSER	\$63,061	261
N	Coordinator of Teacher Support	\$69,562	261		J	Refugee Newcomer Program Coach	\$60,500	261
F	Data Analyst and Program Manager	\$51,620	261		D	Resource Coordinator	\$45,636	261
I	Database Developer	\$59,482	261		D	Safety Coordinator	\$45,636	261
E	Diet Nutritionist	\$48,837	261		N	Science-Steam Specialist	\$69,562	261
J	District Intervention Support Coach	\$60,500	261		M	Senior Application Analyst	\$68,585	261
N	Ed Technician & Social Studies Specialist	\$69,562	261		E	Senior Buyer	\$48,837	261
N	Ed Technician Coach	\$69,562	261		F	Senior Finance Analyst	\$51,620	261
N	English Language Arts Instructional Specialist	\$69,562	261		M	Senior Network Administrator	\$68,585	261
N	English Language Instructional Specialist	\$69,562	261		K	Senior Web Developer	\$60,716	261
N	English Language Learner Coordinator	\$69,562	261		J	Special Area Coach	\$60,500	227
E	Enrichment & Use of Facilities Coordinator	\$48,837	261		N	Special Education Bridge Coach	\$69,562	261
L	Facilities Support Manager	\$63,061	261		N	Special Needs Preschool Coordinator	\$69,562	261
F	Fleet Maintenance Supervisor	\$51,620	261		N	Special Service Program Coach	\$69,562	227
I	Food Service Program Coordinator	\$59,482	261		L	Special Services Coordinator	\$63,061	261
F	Food Service Program Supervisor	\$51,620	261		L	Student Data Manager	\$63,061	261
N	Gifted Coordinator	\$69,562	261		G	Supervisory Registered Nurse	\$54,621	227
E	Head Start Budget & Grant Manager	\$48,837	261		N	Synergy Systems Manager	\$69,562	261
D	Head Start Data Analyst and Reporting	\$45,636	261		I	System Program Supervisor	\$59,482	261
L	Head Start Program Coordinator	\$63,061	261		I	System Support Supervisor	\$59,482	261
N	Hearing Officer	\$69,562	261		J	Title VI Coach	\$60,500	227
L	Human Resource Data Analyst	\$63,061	261		F	Translator Coordinator	\$51,620	261
E	Human Resource Specialist	\$48,837	261		F	Transportation Supervisor	\$51,620	261
N	Instructional Coach Special Area	\$69,562	261					

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