



**WASHINGTON ELEMENTARY SCHOOL DISTRICT
CERTIFIED SCHOOL INSTRUCTIONAL COACH
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 certified contracted experience may be granted at 2% per year based on the minimum base contract amount, not including Classroom Site Funds.
2. Education credit is awarded for college coursework completed after initial Bachelor's Degree is conferred. Credit must be completed at an accredited institution. Transcripts are required for verification.
3. Work Calendar is 227 Days, which includes 203 working days.

Years of Full-Time related experience	BA	BA + 15	MA or BA + 34	MA + 15 or BA + 49	MA +30 or BA + 64
0	\$55,000	\$56,100	\$57,350	\$58,750	\$60,300
1	\$56,100	\$57,222	\$58,497	\$59,925	\$61,506
2	\$57,200	\$58,344	\$59,644	\$61,100	\$62,712
3	\$58,300	\$59,466	\$60,791	\$62,275	\$63,918
4	\$59,400	\$60,588	\$61,938	\$63,450	\$65,124
5	\$60,500	\$61,710	\$63,085	\$64,625	\$66,330
6	\$61,600	\$62,832	\$64,232	\$65,800	\$67,536
7	\$62,700	\$63,954	\$65,379	\$66,975	\$68,742
8	\$63,800	\$65,076	\$66,526	\$68,150	\$69,948
9	\$64,900	\$66,198	\$67,673	\$69,325	\$71,154
10	\$66,000	\$67,320	\$68,820	\$70,500	\$72,360

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.

Please see page 2 for additional compensation opportunities.

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 identity 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



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Additional Compensation Opportunities:

1. **Certified Exempt Benefits**
 - a. Full Time employees (.50 FTE and above) receive benefits including but not limited to health, dental, life, and short-term disability insurance.
2. **Professional Growth Opportunity**
 - a. Upon completion of eligible college coursework or eligible professional development hours.
3. **Special Education Teacher**
 - a. \$3,000 – Teacher of record holding an appropriate and valid special education certificate.
 - b. \$500 – Teacher with valid teaching certificate without special education certificate/endorsement.
4. **National Board Certificate**
 - a. \$2,500 - Annual stipend for possession of valid National Board Teacher Certificate.
5. **Doctorate in Education**
 - a. \$2,500 - Annual stipend for possession of valid Doctorate in Education.
6. ***Performance Pay (Classroom Site Funds)**
 - a. \$3,167 - Received by qualified teachers during previous years.
 - b. Classroom site funds are generated from state sales tax. Based on state sales tax fluctuating annually, the Performance Pay (Classroom Site Funds) available to Washington Elementary School District is subject to change annually.
 - c. Classroom site funds is based on receipt of sufficient funds from the state. If the legislature fails to fund fully or partially funds the amounts appropriated for the salaries and benefits portion of the District's budget, the Governing Board may reduce pro rata the total amount of compensation due to each employee. Please note this is the reason the amounts are designated as "estimated." The District's Pay for Performance Program shall be the one adopted by the Governing Board.

LEVEL	DEGREE	Base Contract Amount	Base Contract Amount + Classroom Site Funds*	Ending Maximum Salary**
1	BA	\$55,000	\$58,167.00	\$76,200
2	BA +15	\$56,100	\$59,267.00	\$79,093
3	MA or BA +34	\$57,350	\$60,517.00	\$82,258
4	MA +15 or BA +49	\$58,750	\$61,917.00	\$85,707
5	MA +30 or BA +64	\$60,300	\$63,467.00	\$89,450

***Ending Maximum Salary is the maximum earning potential (not eligible for during initial placement)

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