



**WASHINGTON ELEMENTARY SCHOOL DISTRICT
PSYCHOLOGISTS AND
BOARD-CERTIFIED BEHAVIOR ANALYST (BCBA)
2026-2027 NEW HIRE SALARY PLACEMENT**

Approved by Governing Board on June 11, 2026

New Employee Placement Guidelines

1. Up to twenty (20) years of prior certified contracted experience may be granted at 2% per year based on the minimum base contract amount.
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 220 Days, which includes 196 working days for Psychologists and BCBA's.
4. Work Calendar is 261 Days, which includes 239 working days for Lead Psychologist.

Years of full-time related experience	Psychologists and (BCBA's)				Lead Psychologist		
	Intern	MA	Ed.S	DOC	MA	Ed.S	DOC
0	\$45,000	\$75,000	\$78,000	\$79,200	\$85,000	\$88,000	\$89,200
1	-	\$76,500	\$79,560	\$80,784	\$86,700	\$89,760	\$90,984
2	-	\$78,000	\$81,120	\$82,368	\$88,400	\$91,520	\$92,768
3	-	\$79,500	\$82,680	\$83,952	\$90,100	\$93,280	\$94,552
4	-	\$81,000	\$84,240	\$85,536	\$91,800	\$95,040	\$96,336
5	-	\$82,500	\$85,800	\$87,120	\$93,500	\$96,800	\$98,120
6	-	\$84,000	\$87,360	\$88,704	\$95,200	\$98,560	\$99,904
7	-	\$85,500	\$88,920	\$90,288	\$96,900	\$100,320	\$101,688
8	-	\$87,000	\$90,480	\$91,872	\$98,600	\$102,080	\$103,472
9	-	\$88,500	\$92,040	\$93,456	\$100,300	\$103,840	\$105,256
10	-	\$90,000	\$93,600	\$95,040	\$102,000	\$105,600	\$107,040
11	-	\$91,500	\$95,160	\$96,624	\$103,700	\$107,360	\$108,824
12	-	\$93,000	\$96,720	\$98,208	\$105,400	\$109,120	\$110,608
13	-	\$94,500	\$98,280	\$99,792	\$107,100	\$110,880	\$112,392
14	-	\$96,000	\$99,840	\$101,376	\$107,500	\$111,400	\$112,960
15	-	\$97,500	\$101,400	\$102,960	\$107,500	\$111,400	\$112,960
16	-	\$97,500	\$101,400	\$102,960	\$107,500	\$111,400	\$112,960
17	-	\$97,500	\$101,400	\$102,960	\$107,500	\$111,400	\$112,960
18	-	\$97,500	\$101,400	\$102,960	\$107,500	\$111,400	\$112,960
19	-	\$97,500	\$101,400	\$102,960	\$107,500	\$111,400	\$112,960
20	-	\$97,500	\$101,400	\$102,960	\$107,500	\$111,400	\$112,960

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, 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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Incentives:

1. National Certificate School Psychologist (NCSP)
 - a. \$2,500 – Annual stipend for possession of valid NCSP; or Psychologist Arizona State Licensure.
2. Bilingual Provision
 - a. \$3,000 - Annual stipend for proficiency in English and Spanish Language (requires District approved written and oral examination, completed after one is employed)
3. Full Time employees (.50 FTE and above) receive benefits including but not limited to health, dental, life, and short-term disability insurance.

Psychologist / Board Certified Behavior Analyst			
DEGREE	Starting Minimum Salary	Ending Maximum Salary	Calendar
Intern (PSYCHOLOGIST)	\$45,000	\$45,000	220
MA	\$75,000	\$97,500	220
EDS	\$78,000	\$101,400	220
DOC	\$79,200	\$102,960	220
Lead Psychologist			
DEGREE	Starting Minimum Salary	Ending Maximum Salary	Calendar
MA	\$85,000	\$107,500	261
EDS	\$88,000	\$111,400	261
DOC	\$89,200	\$112,960	261

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