



**WASHINGTON ELEMENTARY SCHOOL DISTRICT
RELATED SERVICES
(AUDIOLOGIST, NURSE, SPEECH AND
OCCUPATIONAL AND PHYSICAL THERAPISTS)
2026-2027 NEW HIRE SALARY PLACEMENT**
Approved by Governing Board on June 11, 2026

New Employee Placement Guidelines

1. Grades A-D may receive up to twenty (20) years of prior contracted experience at 2% per year based on the minimum contract amount.
2. Grades E-F may receive up to twenty (20) years of prior contracted experience at 2.5% per year based on the minimum contract amount.

Years of full-time related experience	Grade A	Grade B	Grade C	Grade D	Grade E	Grade F
0	\$71,000	\$45,000	\$85,000	\$38,500	\$55,000	\$60,000
1	\$72,420	\$45,900	\$86,700	\$39,270	\$56,500	\$61,500
2	\$73,840	\$46,800	\$88,400	\$40,040	\$58,000	\$63,000
3	\$75,260	\$47,700	\$90,100	\$40,810	\$59,500	\$64,500
4	\$76,680	\$48,600	\$91,800	\$41,580	\$61,000	\$66,000
5	\$78,100	\$49,500	\$93,500	\$42,350	\$62,500	\$67,500
6	\$79,520	\$50,400	\$95,200	\$43,120	\$64,000	\$69,000
7	\$80,940	\$51,300	\$96,900	\$43,890	\$65,500	\$70,500
8	\$82,360	\$52,200	\$98,600	\$44,660	\$67,000	\$72,000
9	\$83,780	\$53,100	\$100,300	\$45,430	\$68,500	\$73,500
10	\$85,200	\$54,000	\$102,000	\$46,200	\$70,000	\$75,000
11	\$86,620	\$54,900	\$103,700	\$46,970	\$71,500	\$76,500
12	\$88,040	\$55,800	\$105,400	\$47,740	\$73,000	\$78,000
13	\$89,460	\$56,700	\$107,100	\$48,125	\$74,500	\$79,500
14	\$90,880	\$57,600	\$107,500	\$48,125	\$76,000	\$81,000
15	\$92,300	\$58,500	\$107,500	\$48,125	\$77,500	\$82,500
16	\$93,000	\$59,400	\$107,500	\$48,125	\$79,000	\$84,000
17	\$93,000	\$59,500	\$107,500	\$48,125	\$80,500	\$85,500
18	\$93,000	\$59,500	\$107,500	\$48,125	\$82,000	\$87,000
19	\$93,000	\$59,500	\$107,500	\$48,125	\$83,500	\$88,500
20	\$93,000	\$59,500	\$107,500	\$48,125	\$85,000	\$90,000

**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 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



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Grade	Position	Starting Minimum Salary	Ending Maximum Salary	Calendar
F	Advanced Practice Nurse	\$60,000	\$90,000	208
A	Audiologist	\$71,000	\$93,000	208
B	Certified Occupational Therapist Assistant	\$45,000	\$59,500	208
B	Physical Therapist Assistant	\$45,000	\$59,500	208
A	Occupational Therapist	\$71,000	\$93,000	208
A	Orientation And Mobility Specialist	\$71,000	\$93,000	208
A	Physical Therapist	\$71,000	\$93,000	208
E	Registered Nurse	\$55,000	\$85,000	208
D	Speech Language Pathologist Assistant	\$38,500	\$48,125	208
A	Speech Language Pathologist	\$71,000	\$93,000	208
C	Speech Language Pathologist Lead	\$85,000	\$107,500	261

Incentives:

1. National Board Certificate
 - a. \$2,500 Annual Stipend for possessing and maintaining a valid certificate in one of the following
 - i. American Speech and Hearing Association Certificate of Clinical Competence (CCC)
 - ii. National Board for Certification in Occupational Therapy
 - iii. National Board Certification in Physical Therapy
 - iv. Certified Orientation & Mobility Specialist.
2. Speech Pathologist– 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.

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