



WASHINGTON ELEMENTARY SCHOOL DISTRICT

SOCIAL WORKER

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.
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 208 Days, which includes 185 working days for Social Workers.
4. Work Calendar is 227 Days, which includes 203 working days for Lead Social Worker.

Years of full-time related experience	Social Worker				Lead Social Worker			
	BSW	MSW or MAED	LMSW or LAC or LASAC	LCSW or LMFT or LPC	BSW	MSW or MAED	LMSW or LAC or LASAC	LCSW or LMFT or LPC
0	\$50,000	\$52,350	\$53,750	\$55,300	\$60,482	\$63,832	\$65,232	\$66,782
1	\$51,000	\$53,397	\$54,825	\$56,406	\$61,692	\$65,109	\$66,537	\$68,118
2	\$52,000	\$54,444	\$55,900	\$57,512	\$62,901	\$66,385	\$67,841	\$69,453
3	\$53,000	\$55,491	\$56,975	\$58,618	\$64,111	\$67,662	\$69,146	\$70,789
4	\$54,000	\$56,538	\$58,050	\$59,724	\$65,321	\$68,939	\$70,451	\$72,125
5	\$55,000	\$57,585	\$59,125	\$60,830	\$66,530	\$70,215	\$71,755	\$73,460
6	\$56,000	\$58,632	\$60,200	\$61,936	\$67,740	\$71,492	\$73,060	\$74,796
7	\$57,000	\$59,679	\$61,275	\$63,042	\$68,949	\$72,768	\$74,364	\$76,131
8	\$58,000	\$60,726	\$62,350	\$64,148	\$70,159	\$74,045	\$75,669	\$77,467
9	\$59,000	\$61,773	\$63,425	\$65,254	\$71,369	\$75,322	\$76,974	\$78,803
10	\$60,000	\$62,820	\$64,500	\$66,360	\$72,578	\$76,598	\$78,278	\$80,138

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 Board for Certified Counselors or Licensed Professional
 - a. \$2,500 - Annual stipend for possession of valid National Board for Certified Counselors or Licensed Professional.
2. Doctorate in Education
 - a. \$2,500 - Annual stipend for possession of valid Doctorate in Education.
3. Full Time employees (.50 FTE and above) receive benefits including but not limited to health, dental, life, and short-term disability insurance.

Social Worker			
DEGREE	Starting Minimum Salary	Ending Maximum Salary	Calendar
BSW	\$50,000	\$67,080	208
MSW or MAED	\$52,350	\$72,623	208
LMSW or LAC or LASAC	\$53,750	\$75,814	208
LCSW or LMFT or LPC	\$55,300	\$79,300	208
Lead Social Worker			
DEGREE	Starting Minimum Salary	Ending Maximum Salary	Calendar
BSW	\$60,482	\$77,562	227
MSW or MAED	\$63,832	\$84,105	227
LMSW or LAC or LASAC	\$65,232	\$87,296	227
LCSW or LMFT or LPC	\$66,782	\$90,782	227

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