

WASHINGTON ELEMENTARY SCHOOL DISTRICT NEW HIRE TEACHER SALARY PLACEMENT



jobs.wesdschools.org or teach@wesdschools.org

Credits for salary placement in the areas of education, computers, counseling, foreign language, English, Mathematics, General Science, or Social Studies/History. The district determines approved credits.

Educational Level	BA LEVEL 1	BA+15 LEVEL 2	BA+34 / MA LEVEL 3	BA+49/MA+15 LEVEL 4	BA+64/MA+30 LEVEL 5
Starting salary - Regular and Special Education	\$38,000.00	\$39,100.00	\$40,350.00	\$41,750.00	\$43,300.00
**Performance Pay	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00
*BEGIN Induction Program- (0-1 year exp.)	\$882.00	\$882.00	\$882.00	\$882.00	\$882.00
Regular/Special Education 1st Year Teacher Salary with Induction Program and **Performance Pay	\$41,282.00	\$42,382.00	\$43,632.00	\$45,032.00	\$46,582.00
Regular/Special Education - Ending salary with 8 years of experience and **Performance Pay	\$43,674.00	\$45,500.00	\$46,750.00	\$48,150.00	\$49,700.00
	PLUS \$1,000 FOR 7TH AND 8TH GRADE MATH, SCIENCE, AND ELA				
Special Education - Ending salary (8 yrs)	\$41,274.00	\$45,317.00	\$49,749.00	\$51,750.00	\$53,300.00
Special Education - With **Performance Pay (8 yrs)	\$43,674.00	\$47,717.00	\$52,149.00	\$54,150.00	\$55,700.00

INCENTIVES:

***BEGIN -Three-Year Awarded Winning Teacher Induction Program.** Graduates receive an additional \$1,100 permanent salary increase the following year for graduating from BEGIN III (Earning 19 district credits).

BEGIN I	\$882	1st Year
BEGIN II	\$750	2nd Year
BEGIN III	\$750	3rd Year

National Board Certification

- \$1,875.00 Annual stipend for Possession of valid National Board Teacher Certificate.
- \$1,875.00 Annual stipend for Possession of valid Certified Orientation & Mobility Specialist Certificate.
- \$1,875.00 Annual stipend for Possession of valid National Board for Certified Counselors or Licensed Professional Certificates.
- \$750. Annual stipend for Possession of Doctorate in Education.

Professional Growth Opportunities. Salary movement is available to twice a year and lane movement is unlimited. **up to Level 5.**

- \$1,100.00 Professional Growth from Level 1 to Level 2
- \$1,250.00 Professional Growth from Level 2 to Level 3
- \$1,400.00 Professional Growth from Level 3 to Level 4
- \$1,550.00 Professional Growth from Level 4 to Level 5

****Performance Pay.** Developing and Effective or Effective or Highly Effective Performance.
\$2,400.00 maximum allowed. Based on individualized and school-wide growth plan.

Questions regarding salary placement? Call Human Resources at 602-347-2622 or 602-347-3598.