



**WASHINGTON ELEMENTARY SCHOOL DISTRICT  
RELATED SERVICES  
(AUDIOLOGIST, SPEECH AND  
OCCUPATIONAL AND PHYSICAL THERAPISTS)  
2025-2026 SALARY PLACEMENT**

Approved by Governing Board on June 26, 2025

**New Employee Placement Guidelines**

1. Hard to Fill Positions may receive up to twenty (20) years of prior contracted experience may be granted at 2% per year based on the minimum contract amount.

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

**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*



**WASHINGTON ELEMENTARY SCHOOL DISTRICT  
RELATED SERVICES  
(AUDIOLOGIST, SPEECH AND  
OCCUPATIONAL AND PHYSICAL THERAPISTS)  
2025-2026 SALARY PLACEMENT**

Approved by Governing Board on June 26, 2025

<b>Grade</b>	<b>Position</b>	<b>Starting Minimum Salary</b>	<b>Ending Maximum Salary</b>	<b>Calendar</b>
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
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.

*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*