



**WASHINGTON ELEMENTARY SCHOOL DISTRICT  
CERTIFIED TEACHER SALARY SYSTEM  
2023-2024**

Governing Board Approved March 9, 2023

LEVEL	DEGREE	Starting Minimum Salary	Ending Maximum Salary
1	BA	\$48,000	\$67,200
2	BA +15	\$49,100	\$69,968
3	MA / BA +34	\$50,350	\$73,008
4	MA +15 / BA +49	\$51,750	\$76,332
5	MA +30 / BA +64	\$53,300	\$79,950

**Incentives:**

**1. Professional Growth Opportunity**

- a. \$1,100 - Professional Growth from Level 1 to Level 2.
- b. \$1,250 - Professional Growth from Level 2 to Level 3.
- c. \$1,400 - Professional Growth from Level 3 to Level 4.
- d. \$1,550 - Professional Growth from Level 4 to Level 5.

**2. National Board Certificate**

- a. \$1,875 - Annual stipend for possession of valid National Board Teacher Certificate.

**3. Certified Orientation & Mobility Specialist Certificate**

- a. \$1,875 - Annual stipend for possession of valid Certified Orientation & Mobility Specialist Certificate.

**4. National Board for Certified Counselors or Licensed Professional**

- a. \$1,875 - Annual stipend for possession of valid National Board for Certified Counselors or Licensed Professional.

**5. Doctorate in Education**

- a. \$750 - Annual stipend for possession of valid Doctorate in Education.

**6. \*Performance Pay (Classroom Site Funds)**

- a. \$2,850 - Received by qualified teachers during previous years.
- b. Classroom site funds are generated from state sales tax. Based on state sales tax fluctuating annually, the Performance Pay (Classroom Site Funds) available to Washington Elementary School District is subject to change annually.
- c. Classroom site funds is based on receipt of sufficient funds from the state. If the legislature fails to fund fully or partially funds the amounts appropriated for the salaries and benefits portion of the District's budget, the Governing Board may reduce pro rata the total amount of compensation due to each employee. Please note this is the reason the amounts are designated as "estimated." The District's Pay for Performance Program shall be the one adopted by the Governing Board.

LEVEL	DEGREE	Starting Minimum Salary	<sup>6</sup> *Starting Minimum Salary + Performance Pay
1	BA	\$48,000	\$50,850
2	BA +15	\$49,100	\$51,950
3	MA / BA +34	\$50,350	\$53,200
4	MA +15 / BA +49	\$51,750	\$54,600
5	MA +30 / BA +64	\$53,300	\$56,150

**7. New Teacher BEGIN Program**

- a. \$810 - Successful completion of the new teacher BEGIN I program.
- b. \$680 - Successful completion of the new teacher BEGIN II program.
- c. District professional development clock hours earned from successful completion of BEGIN I, II, & III, which results in a level movement (See 1. Professional Growth Opportunity).

*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*