



**WASHINGTON ELEMENTARY SCHOOL DISTRICT
CERTIFIED SCHOOL SITE INSTRUCTIONAL COACH
SALARY SYSTEM
2024-2025**

Approved by Governing Board April 11, 2024

LEVEL	DEGREE	Starting Minimum Salary	Ending Maximum Salary
1	BA	\$55,000	\$76,200
2	BA +15	\$56,100	\$79,093
3	MA / BA +34	\$57,350	\$82,258
4	MA +15 / BA +49	\$58,750	\$85,707
5	MA +30 / BA +64	\$60,300	\$89,450

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. \$2,500 - Annual stipend for possession of valid National Board Teacher Certificate.

3. 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.

4. Doctorate in Education

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

5. Performance Pay (Classroom Site Funds)

- a. \$3,167 - Received by qualified Instructional Coaches during the school year 2022-2023.
- 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.

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