

COMPETITIVE PAY:

SALARY PLACEMENT: Credits and professional development hours can be submitted to Human Resources for placement on the salary schedule. Credits accepted for courses completed after the initial Bachelor's Degree in the following areas: English, Mathematics, Science, Social Sciences, Counseling, Social Work, Art, and Music. All courses are subject to approval from the Human Resources Department. Transcripts are required for review of credits and a minimum grade of "C" is required to approve coursework. Professional Development hours from other districts will be reviewed for approval as well. A copy of Professional Development certificates are required. All hours are subject to approval by the Human Resources Department.

WESD OFFERS UP TO 8 YEARS OF CONTRACTED TEACHING EXPERIENCE for general education teaching positions and up to 10 years for English Language Arts, Science, Mathematics and Music. Verification of experience and transcripts are required.

UP TO 20 YEARS OF CONTRACTED TEACHING EXPERIENCE is offered for special education positions. The years of experience will vary depending on the number of credits earned after the initial Bachelor's Degree. The WESD has five salary level placements. Verification of experience and transcripts are required.

PERFORMANCE PAY: Stipend paid to teachers based on the teacher performance and tied to the teacher evaluation. Performance pay is paid at the end of the school year and the amount depends on the rating. The stipend for the 2019-2020 school year is \$2,800.00. Contact the Human Resources Department for additional information regarding the stipend.

OPPORTUNITIES TO EARN EXTRA INCOME

In the WESD, you are valued for your experience – both in and out of the classroom. As a teacher in the EWSD, you have the opportunity to earn additional income if you coach or do additional work outside of the regular classroom day.

You could serve in a variety of teacher leadership roles such as:

- Student/teacher mentor
- BEGIN Cadre Leader
- School-Based team leader
- Coach a team sport like cross country, volleyball, soccer, wrestling, softball or basketball
- Teach in the After-school Academy program
- Teach summer school classes
- Participate on a summer curriculum committee

WESD also offers stipends for facilitating a variety of school clubs such as Yearbook, Student Council, etc.

PAY OFF YOUR STUDENT LOAN DEBT!
WESD EDUCATES STAFF ON
STUDENT LOAN FORGIVENESS

5-Year

TEACHER LOAN FORGIVENESS

5 years working in Title I School (30 of 32 schools in WESD)

Must have made 60 qualifying on-time payments

Amount of Loan Forgiven:
Up to \$5,000 elementary/secondary HQ teacher
Up to \$17,500 secondary math or science/special education teacher

10-Year

PUBLIC SERVICE LOAN FORGIVENESS

10 years working for governmental agency (WESD is considered one)

Must have made 120 qualifying on-time payments

100% forgiven after 10 years

No matter which plan you choose, you should also consider getting on an Income-based Repayment Plan to lower your monthly payment.

HOW LOAN FORGIVENESS HELPED A WESD EMPLOYEE

“ After completing my master’s degree in education from NAU and adding my undergraduate loans, I am about \$75,000 in school loan debt.

Working at WESD, I qualify for the Public Service Loan Forgiveness program.

With this program, I was placed on an income-based repayment plan. I make 120 on-time payments and after 10 years my loan balance is forgiven. All full-time employees who have student loans should speak to their loan service provider about this program to help relieve the financial burden of their educational loans.

My payments went from \$861 per month to \$33 per month.

Thank you, WESD! ”

Each person’s loan situation can be different, as there are many factors involved. Contact the Human Resources Department to find if we can assist you with lowering your monthly payments.