**PINAL COUNTY SCHOOLS**

**YOUTH JUSTICE CENTER AND PINAL COUNTY DETENTION CENTER**

**FAST TRACK PROFESSIONAL SALARY PROGRAM 2023-2024**

The Pinal County Schools has transitioned from the “traditional salary schedule to a “Fast Track Professional Salary Program.”

The Fast Track Professional Salary Program has been constructed to allow certified staff members to

be on a professional level and to reach a more appropriate salary in as short a time as possible.

**A. 2023-2024 Entering Professionals/credit for prior experience**

Level 1 BA Degree $55,000

Level 2 (BA Degree plus experience)  $58,000

Level 3 (MA Degree plus 0-5 years’ experience) $61,000

Level 4 (MA Degree plus 6 or more years’ experience) $64,000

Level 5 Doctorate  $67,000\*

 \*Doctorate must be in education field/subject taught.

**B. 2023-2024 Returning Professionals/ Salary Program**

Level 1 $58,000

Level 2  $61,000

Level 3 $64,000

Level 4 $67,000

Level 5 $70,000\*

 \*Doctorate must be in education field/subject taught.

Increases are not automatic. The Superintendent may recommend withholding an increase for an individual teacher(s) to the County School Superintendent, who will make the final determination. Returning professionals may receive an increase for the 2023/2024 school year IF they were employed by the District prior to January 1, 2023.

**C. Additional Terms**

Youth Justice Center and Pinal County Detention Center positions are twelve (12) month positions.

Twenty (20) Days of Paid Vacation per Fiscal Year - accrued quarterly.

Fourteen (14) Days of PTO per Fiscal Year - accrued bi-weekly.

Fourteen (14) Paid Holidays per year.

The district pays one hundred per cent (100%) of the employee’s health insurance premium.

**D. Professional Growth**

Professional staff will be expected and required to continue professional growth development activities.

The district is committed to providing a quality staff development program and requires teachers to  develop, in consultation with the Principal, an individual growth plan. The District will employ and retain only high-quality teachers.

Graduate hours, degrees, columns, and steps distinguished in “traditional” teacher salary programs are replaced by the “Fast Track Professional Salary Program.”

Teachers are encouraged to work toward obtaining graduate degrees as part of their professional development  growth plan and re-certification requirements.

Teachers are expected to participate in quality professional development programs offered by or approved by the  district or enroll in graduate courses at accredited universities or colleges.

Teachers are responsible for maintaining their portfolio for re-certification purposes.