

**MARY C. O'BRIEN ACCOMMODATION DISTRICT FAST TRACK
PROFESSIONAL SALARY PROGRAM 2023-2024**

The Mary C. O'Brien Accommodation School District 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. Entering Professionals/credit for prior experience

Level 1 BA Degree	\$45,000
Level 2 (BA Degree plus experience)	\$47,500
Level 3 (MA Degree plus 0-5 years experience)	\$50,000
Level 4 (MA Degree plus 6 or more years experience)	\$52,500
Level 5 Doctorate	\$55,000*

*Doctorate must be in education field/subject taught.

B. Returning Professionals/ Salary Program

Level 1	\$47,500
Level 2	\$50,000
Level 3	\$50,000
Level 4	\$52,500
Level 5	\$55,000*

*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, 2024.

C. Additional Terms

Proposition 301 (Classroom Site Fund monies) provide additional funds which are added to contracts by addendum once the amounts are determined and earned.

Compensatory funds for teacher evaluation (ARS 15-952) are in addition to the schedule.

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.