NOGALES UNIFIED SCHOOL DISTRICT 1
CERTIFIED SALARY SCHEDULE
2026-2027 (Revised June 8, 2026)

LEVEL	BA	MA	MA45	OVERRIDE	CSF BASE (011)	CSF PERF (012)	CSF BASE (013	PROP 202
1	$38,031.65	$41,065.83	$44,101.18	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
2	$39,106.28	$42,232.36	$45,357.27	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
3	$39,905.18	$43,156.16	$46,407.15	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
4	$40,165.59	$43,449.57	$46,733.54	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
5	$40,427.18	$43,741.79	$47,057.58	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
6	$40,779.49	$44,148.31	$47,626.71	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
7	$41,877.69	$45,255.93	$48,749.65	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
8	$42,975.88	$46,363.55	$49,874.95	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
9	$44,075.25	$47,471.17	$50,999.06	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
10	$45,174.63	$48,577.62	$52,122.00	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
11	$46,272.82	$49,685.24	$53,246.12	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
12	$47,372.19	$50,791.68	$54,371.41	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
13	$48,471.57	$51,899.30	$55,495.53	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
14	$49,569.76	$53,006.92	$56,618.47	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
15	$50,669.13	$54,114.54	$57,742.59	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
16	$51,767.33	$55,222.16	$58,867.88	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
17	$52,866.70	$56,328.60	$59,990.82	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
18	$53,966.07	$57,436.22	$61,114.94	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
19	$55,064.27	$58,543.85	$62,239.06	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
20	$56,163.64	$59,651.47	$63,363.17	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
21	$57,263.01	$60,757.91	$64,487.29	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
22	$58,361.21	$61,865.53	$65,611.41	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
23	$59,461.76	$62,971.97	$66,735.53	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
24	$60,561.13	$64,080.77	$67,859.64	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
25	$61,659.32	$65,188.39	$68,983.76	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
26	$62,757.52	$66,294.83	$70,107.88	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
27	$63,858.07	$67,402.46	$71,232.00	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00
28	$64,956.26	$68,508.90	$72,356.11	$2,000.00	$4,000.00	$5,000.00	$6,050.00	$150.00

Employee retired from ASRS will be compensated at 74% of the salary placement rate.
Homebound Educators and/or Educators forfeiting a planning period - compensated at $40.00 per hour/class to include summer school, tutoring and new teacher orientation.
Salary for certificated employee will be determined from this schedule per policy GCBA-Professional Staff Salary Schedules. A maximum of 12 years of experience may be awarded for 13 step placement.
A Hard to Recruit addenda may be awarded in the amount of $5,000.00 for Math, Science, and Special Education the sum will be paid in two equal payments during the contract cycle. Amounts indicated above will be prorated based on full-time equivalent and contract days.
NOTE: Salary Schedule used only for for initial placement.