

**NOGALES UNIFIED SCHOOL DISTRICT 1
CERTIFIED SALARY SCHEDULE
2023-2024 (Revised July 1, 2023)**

LEVEL	BA	MA	MA45	OVERRIDE	CSF BASE (011)	CSF PERF (012)	CSF BASE (013)	PROP 202
1	\$ 36,281.65	\$ 39,315.83	\$ 42,351.18	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
2	\$ 37,356.28	\$ 40,482.36	\$ 43,607.27	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
3	\$ 38,155.18	\$ 41,406.16	\$ 44,657.15	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
4	\$ 38,415.59	\$ 41,699.57	\$ 44,983.54	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
5	\$ 38,677.18	\$ 41,991.79	\$ 45,307.58	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
6	\$ 39,029.49	\$ 42,398.31	\$ 45,876.71	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
7	\$ 40,127.69	\$ 43,505.93	\$ 46,999.65	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
8	\$ 41,225.88	\$ 44,613.55	\$ 48,124.95	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
9	\$ 42,325.25	\$ 45,721.17	\$ 49,249.06	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
10	\$ 43,424.63	\$ 46,827.62	\$ 50,372.00	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
11	\$ 44,522.82	\$ 47,935.24	\$ 51,496.12	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
12	\$ 45,622.19	\$ 49,041.68	\$ 52,621.41	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
13	\$ 46,721.57	\$ 50,149.30	\$ 53,745.53	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
14	\$ 47,819.76	\$ 51,256.92	\$ 54,868.47	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
15	\$ 48,919.13	\$ 52,364.54	\$ 55,992.59	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
16	\$ 50,017.33	\$ 53,472.16	\$ 57,117.88	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
17	\$ 51,116.70	\$ 54,578.60	\$ 58,240.82	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
18	\$ 52,216.07	\$ 55,686.22	\$ 59,364.94	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
19	\$ 53,314.27	\$ 56,793.85	\$ 60,489.06	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
20	\$ 54,413.64	\$ 57,901.47	\$ 61,613.17	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
21	\$ 55,513.01	\$ 59,007.91	\$ 62,737.29	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
22	\$ 56,611.21	\$ 60,115.53	\$ 63,861.41	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
23	\$ 57,711.76	\$ 61,221.97	\$ 64,985.53	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
24	\$ 58,811.13	\$ 62,330.77	\$ 66,109.64	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
25	\$ 59,909.32	\$ 63,438.39	\$ 67,233.76	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
26	\$ 61,007.52	\$ 64,544.83	\$ 68,357.88	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
27	\$ 62,108.07	\$ 65,652.46	\$ 69,482.00	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 150.00
28	\$ 63,206.26	\$ 66,758.90	\$ 70,606.11	\$ 2,000.00	\$4,000.00	\$ 5,000.00	\$ 3,700.00	\$ 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.