

**NOGALES UNIFIED SCHOOL DISTRICT 1  
CERTIFIED SALARY SCHEDULE  
2019-2020**

LEVEL	BA	MA	MA45	OVERRIDE	PROP 301A	PROP 301B	PROP 301C	PROP 202
1	\$ 33,870.10	\$ 36,702.60	\$ 39,536.20	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
2	\$ 34,873.30	\$ 37,791.60	\$ 40,708.80	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
3	\$ 35,619.10	\$ 38,654.00	\$ 41,688.90	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
4	\$ 35,862.20	\$ 38,927.90	\$ 41,993.60	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
5	\$ 36,106.40	\$ 39,200.70	\$ 42,296.10	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
6	\$ 36,435.30	\$ 39,580.20	\$ 42,827.40	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
7	\$ 37,460.50	\$ 40,614.20	\$ 43,875.70	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
8	\$ 38,485.70	\$ 41,648.20	\$ 44,926.20	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
9	\$ 39,512.00	\$ 42,682.20	\$ 45,975.60	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
10	\$ 40,538.30	\$ 43,715.10	\$ 47,023.90	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
11	\$ 41,563.50	\$ 44,749.10	\$ 48,073.30	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
12	\$ 42,589.80	\$ 45,782.00	\$ 49,123.80	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
13	\$ 43,616.10	\$ 46,816.00	\$ 50,173.20	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
14	\$ 44,641.30	\$ 47,850.00	\$ 51,221.50	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
15	\$ 45,667.60	\$ 48,884.00	\$ 52,270.90	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
16	\$ 46,692.80	\$ 49,918.00	\$ 53,321.40	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
17	\$ 47,719.10	\$ 50,950.90	\$ 54,369.70	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
18	\$ 48,745.40	\$ 51,984.90	\$ 55,419.10	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
19	\$ 49,770.60	\$ 53,018.90	\$ 56,468.50	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
20	\$ 50,796.90	\$ 54,052.90	\$ 57,517.90	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
21	\$ 51,823.20	\$ 55,085.80	\$ 58,567.30	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
22	\$ 52,848.40	\$ 56,119.80	\$ 59,616.70	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
23	\$ 53,875.80	\$ 57,152.70	\$ 60,666.10	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
24	\$ 54,902.10	\$ 58,187.80	\$ 61,715.50	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
25	\$ 55,927.30	\$ 59,221.80	\$ 62,764.90	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
26	\$ 56,952.50	\$ 60,254.70	\$ 63,814.30	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
27	\$ 57,979.90	\$ 61,288.70	\$ 64,863.70	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 150.00
28	\$ 59,005.10	\$ 62,321.60	\$ 65,913.10	\$ 1,500.00	\$ 1,800.00	\$ 3,900.00	\$ 1,500.00	\$ 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 \$25.00 per hour/class.  
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 to be distributed over a three-year period, year 1 - \$2,500, year 2 - \$1,500, year 3 - \$1,000.  
The sum will be paid and distributed throughout the contract cycle. All amounts indicated above will be prorated based on contract days.  
NOTE: Salary Schedule used only for for initial placement.