



SAHUARITA UNIFIED SCHOOL DISTRICT

CERTIFIED INITIAL SALARY DETERMINATION CHART

2025 - 2026



****To be used for initial certified salary placement ONLY****

Certified Salary Determination Chart

*with 301 money, base teacher pay is approx \$50,421

Cell	Salary	Cell	Salary
*1	\$43,235.53	14	\$51,823.85
2	\$43,825.72	15	\$52,573.03
3	\$44,427.90	16	\$53,335.28
4	\$45,040.96	17	\$54,112.77
5	\$45,664.91	18	\$54,903.33
6	\$46,299.75	19	\$55,693.88
7	\$46,946.57	20	\$56,495.55
8	\$47,605.37	21	\$57,297.22
9	\$48,277.23	22	\$58,098.89
10	<u>\$48,959.99</u>		
11	\$49,655.81		
12	\$50,365.79		
13	\$51,087.74		

Determination of Base Salary

Chart 1 - Experience Value

No Experience = 1 point
 1 year Experience = 1 point
 2 years Experience = 2 points
 3 years Experience = 3 points
 4 years experience = 4 points
 5 years Experience = 5 points
 6 Years experience = 6 points
 7 Years experience = 7 points
 8 Years experience = 8 points
 9 Years experience = 9 points
 10 or more Years experience = 10 points

Experience Points=

MAXIMUM OF 10 YEARS TEACHING EXPERIENCE

Chart 2 - Education Value

BA	0	BA+12	2
BA+24	4	BA+36/M_L	6
BA + 48/MA+12	8	MA+24	10
MA+36	12		

Educational Points =

**ANY GRADUATE COURSE WORK EARNED
AFTER LAST DEGREE AWARDED**

Chart 3- National Board Certification

\$1000 shall be added to the base salary of teachers and
guidance counselors who hold National Board Certification.
 "NBC" for teachers is accredited by NBPTS, and "NCSC"
for counselors is accredited by the NBCC.

NBC/NCSC → **\$1000 to base salary**

PROPOSITION 301

The amounts set forth in the Proposition 301 Contract Addendum are based on current estimates of the District's share of monies to be distributed pursuant to Proposition 301 for the 2025-2026 year. If, during the term of the Contract, the Arizona Department of Education does not distribute to the District the amounts currently estimated as the District's share of the Prop 301 funds, then compensation shall be reduced.

NOTE: Candidates realize and accept that recommendations for hire and contract salaries are not official until formal action has been taken by the Sahuarita Unified School District Governing Board.

TOTAL POINTS (Chart 1 & 2) _____

INITIAL SALARY \$ _____

NOTE: The Governing Board of SUSD may also offer newly hired certified staff members a "hard-to-fill" stipend based upon need. The Board may also pay for a loss of planning period at \$25 for substitute class coverage at the MS & HS level.