

**AJO UNIFIED SCHOOL DISTRICT
2026/2027 CERTIFIED SALARY SCHEDULE**

3/17/2026

YEARS	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60	MA+30	ED-SP	DOC	
STEP 1	1-3 YEARS	\$35,000	\$35,350	\$35,704	\$36,061	\$36,421	\$36,785	\$37,153	\$37,525
	Plus CSF Base	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000
	CONTRACT AMOUNT	\$46,000	\$46,350	\$46,704	\$47,061	\$47,421	\$47,785	\$48,153	\$48,525
STEP 2	4-8 YEARS	\$37,800	\$38,178	\$38,560	\$38,945	\$39,335	\$39,728	\$40,125	\$40,527
	Plus CSF Base	11,000	11,000	11,000	11,000	11,000	11,000	11,000	11,000
	CONTRACT AMOUNT	\$48,800	\$49,178	\$49,560	\$49,945	\$50,335	\$50,728	\$51,125	\$51,527
STEP 3	9-12 YEARS		\$38,560	\$38,946	\$39,335	\$39,728	\$40,126	\$40,527	\$40,932
	Plus CSF Base		\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000
	CONTRACT AMOUNT		\$49,560	\$49,946	\$50,335	\$50,728	\$51,126	\$51,527	\$51,932
STEP 4	13-16 YEARS			\$39,335	\$39,728	\$40,126	\$40,527	\$40,932	\$41,341
	Plus CSF Base			11,000	11,000	11,000	11,000	11,000	11,000
	CONTRACT AMOUNT			\$50,335	\$50,728	\$51,126	\$51,527	\$51,932	\$52,341
STEP 5.	17+ YEARS			\$41,850	\$42,269	\$42,687	\$43,110	\$43,536	\$43,967
	Plus CSF Base			11,000	11,000	11,000	11,000	11,000	11,000
	CONTRACT AMOUNT			\$52,850	\$53,269	\$53,687	\$54,110	\$54,536	\$54,967

No certified employee may rise above Step 2 without a BA+15

No certified employee may rise above Step 3 without a minimum of a BA+30

LONGEVITY

20 YEARS in Ajo Unified = \$1,000

25 YEARS in Ajo Unified = \$1,000

CLASSROOM SITE FUND (CSF)

CSF BASE	\$11,000
PERFORMANCE PAY	\$5,500

*CSF Eligibility depends on certification