

Chatom Union School District
CERTIFICATED ANNUAL SALARY SCHEDULE
2025-26

COLUMN	I	II	III	IV
STEP	BA+36	BA+48	BA+60	BA+72
1	61,039	63,179	65,388	67,675
2	62,873	65,070	67,348	69,704
3	64,755	67,024	69,370	71,798
4	66,701	69,036	71,449	73,952
5	68,701	71,107	73,593	76,170
6	70,763	73,238	75,803	78,454
7	72,887	75,438	78,076	80,810
8	75,072	77,697	80,418	83,232
9	77,324	80,031	82,832	85,732
10	79,645	82,429	85,316	88,303
11	82,032	84,905	87,874	90,952
12		87,452	90,514	93,678
13		90,075	93,228	96,487
14		92,776	96,026	99,383
17		95,559	98,905	102,367
20		98,426	101,871	105,438
23		101,380	104,929	108,601
26		104,421	108,076	111,860
29		107,552	111,319	115,214

- Effective 7/1/2025, all current employees who qualify for the Masters Stipend will receive a flat rate of \$2,920. New employees hired on or after 7/1/2025 who qualify for the Masters Stipend will receive a flat rate of \$2,500.
- Teachers with less than BA+36 units are frozen at Step 1 until such time as they acquire at least 36 units. Once 36 units are obtained, the teacher will move down to the appropriate step based on years of service.
- Non-credentialed teachers working on a special education credential will receive a \$1,200 stipend for their second year at Step 3 of the first column. Item 2 sunset July 1, 2017 with the elimination of Columns I & II (Intern/Emergency, BA+24)
- Longevity Increments – Unit members will be eligible to move no more than one step each year. Once any teacher reaches Step 14 in Col. II-IV, that person will be given a longevity increment the value of one down step, every three years. Beginning with the 2015-16 year, the continuing education unit requirement will be eliminated between steps 23/26. Beginning with the 2016-17 year, the continuing education unit requirement will be eliminated between steps 26/29. Step 29 is the last step on the Salary Schedule.
- Teachers may move across columns pursuant to Board Policy 4131. The Board policy will be modified as follows. A teacher may take any number of semester units during the year to move across the salary schedule, provided that the content of the courses is approved by the District/Superintendent and the District Unit's Evaluation Committee. A district-approved unit will require prior approval of 15 hours of participation in staff development, conferences, professional growth opportunities and/or other administratively approved activities that occur after school hours, on weekends or during the summer. Participation hours that occur during the school day may also be approved if the participant pays for either his/her classroom substitute, registration fee for the conference, or hotel stay. The required number of hours may include any and/or a combination of the above listed opportunities. The Superintendent has the final say in approving courses/unit requests. The courses taken must meet the qualifications stated in the "Guidelines for Unit Evaluation Committee" and must be taken from a nationally accredited college or university, accredited through an accrediting agency recognized by the U.S. Department of Education and/or Council for Higher Education Accreditation. District Approved Units/Non-college/course units, with prior written approval from the Superintendent, are acceptable whenever there is a new textbook Adoption application to school wide professional growth, AB 466 training, or CDE approved training.
- Effective July 1, 2017 teachers who began employment with the District on or after July 1, 2017 shall be credited with up to thirteen (13) years of salary schedule placement credit for prior out of District credentialed teaching experience.

Salary Effective Date: July 1, 2025
Revised Date: May 22, 2025
Board Approved Date: June 24, 2025