

**Chatom Union School District**  
**CERTIFICATED ANNUAL SALARY SCHEDULE**  
**2025-26 (+3%)**

<b>COLUMN</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>
<b>STEP</b>	<b>BA+36</b>	<b>BA+48</b>	<b>BA+60</b>	<b>BA+72</b>
1	62,870	65,074	67,350	69,705
2	64,759	67,022	69,368	71,795
3	66,698	69,035	71,451	73,952
4	68,702	71,107	73,592	76,171
5	70,762	73,240	75,801	78,455
6	72,886	75,435	78,077	80,808
7	75,074	77,701	80,418	83,234
8	77,324	80,028	82,831	85,729
9	79,644	82,432	85,317	88,304
10	82,034	84,902	87,875	90,952
11	84,493	87,452	90,510	93,681
12		90,076	93,229	96,488
13		92,777	96,025	99,382
14		95,559	98,907	102,364
17		98,426	101,872	105,438
20		101,379	104,927	108,601
23		104,421	108,077	111,859
26		107,554	111,318	115,216
29		110,779	114,659	118,670
30		114,102	118,099	122,230

- 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 3 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 through Step 29. 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. As of July 1, 2025, Step 30 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: March 16, 2026  
Board Approved Date: April 14, 2026