

Chatom Union School District
CERTIFICATED ANNUAL SALARY SCHEDULE
2026-27 (+2.5%)

COLUMN	I	II	III	IV
STEP	BA+36	BA+48	BA+60	BA+72
1	64,442	66,701	69,034	71,448
2	66,378	68,698	71,102	73,590
3	68,365	70,761	73,237	75,801
4	70,420	72,885	75,432	78,075
5	72,531	75,071	77,696	80,416
6	74,708	77,321	80,029	82,828
7	76,951	79,644	82,428	85,315
8	79,257	82,029	84,902	87,872
9	81,635	84,493	87,450	90,512
10	84,085	87,025	90,072	93,226
11	86,605	89,638	92,773	96,023
12		92,328	95,560	98,900
13		95,096	98,426	101,867
14		97,948	101,380	104,923
17		100,887	104,419	108,074
20		103,913	107,550	111,316
23		107,032	110,779	114,655
26		110,243	114,101	118,096
29		113,548	117,525	121,637
30		116,955	121,051	125,286

- 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, 2026
Revised Date: March 16, 2026
Board Approved Date: April 14, 2026