

**Chatom Union School District**  
**CERTIFICATED ANNUAL SALARY SCHEDULE**  
**2023-24 (+8%)**  
 Effective 7/1/2023

Revised 1/25/2024

Board Approved 2/13/2024

<b>COLUMN</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>	<b>VII</b>
<b>STEP</b>	<b>BA+36</b>	<b>BA+48</b>	<b>BA+60</b>	<b>BA+72</b>	<b>BA+48 with MA</b>	<b>BA+60 with MA</b>	<b>BA+72 with MA</b>
1	60,435	62,553	64,741	67,005	65,472	67,660	69,925
2	62,250	64,426	66,681	69,014	67,346	69,601	71,934
3	64,114	66,360	68,683	71,087	69,279	71,603	74,007
4	66,041	68,352	70,742	73,220	71,271	73,666	76,138
5	68,021	70,403	72,864	75,416	73,323	75,785	78,336
6	70,062	72,513	75,052	77,677	75,433	77,972	80,597
7	72,165	74,691	77,303	80,010	77,610	80,222	82,929
8	74,329	76,928	79,622	82,408	79,848	82,540	85,329
9	76,558	79,239	82,012	84,883	82,158	84,932	87,802
10	78,856	81,613	84,471	87,429	84,534	87,391	90,350
11	81,220	84,064	87,004	90,051	86,983	89,923	92,971
12		86,586	89,618	92,750	89,504	92,537	95,670
13		89,183	92,305	95,532	92,102	95,225	98,453
14		91,857	95,075	98,399	94,778	97,995	101,318
17		94,613	97,926	101,353	97,533	100,845	104,272
20		97,451	100,862	104,394	100,371	103,782	107,314
23		100,376	103,890	107,526	103,297	106,809	110,445
26		103,387	107,006	110,752	106,308	109,927	113,672
29		106,487	110,217	114,073	109,406	113,136	116,992

1. 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.
2. 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)
3. 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-VII, 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.
4. Teachers must comply with the tuberculosis testing requirements of Education Code 49406 in order to remain in paid status. Teachers not complying with this provision shall be placed in unpaid leave status until such time as they comply with these requirements. The District shall give thirty calendar days’ notice to a teacher before placing them on unpaid status pursuant to this provision.
5. Teachers who do not take any leave during the year will receive a \$200.00 bonus.
6. 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.
7. 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.