

**Columbia Union School District  
CERTIFICATED SALARY SCHEDULE  
FY 2023-2024**

YEARS	BASE	%
1	\$ 48,614	
2	\$ 49,684	2.2%
3	\$ 50,727	2.1%
4	\$ 51,792	2.1%
5	\$ 53,450	3.2%
6	\$ 55,160	3.2%
7	\$ 56,925	3.2%
8	\$ 58,747	3.2%
9	\$ 60,627	3.2%
10	\$ 62,567	3.2%
11	\$ 64,569	3.2%
12	\$ 67,216	4.1%
13	\$ 68,561	2.0%
14	\$ 69,932	2.0%
15	\$ 71,330	2.0%
16	\$ 72,757	2.0%
17	\$ 74,212	2.0%
18	\$ 75,696	2.0%
19	\$ 77,210	2.0%
20	\$ 78,755	2.0%
21	\$ 80,330	2.0%
22	\$ 81,936	2.0%
23	\$ 83,575	2.0%
24	\$ 85,246	2.0%
25	\$ 86,951	2.0%

**Additional Compensation:**

PAY PER UNIT FOR EACH UNIT ABOVE BACHELORS.....	\$78.17
Maximum Units.....	100
MASTERS DEGREE.....	\$1,500
DOCTORATE DEGREE.....	\$1,000
H & W CAP.....	\$10,000
EXTRA PAY.....	Hourly Rate
<b>SUBSTITUTE PAY:</b>	
FULL DAY.....	\$150
1/2 DAY.....	\$80
LONG TERM SUBSTITUTE PAY.....	\$190
RETIRED COLUMBIA SUBSTITUTE PAY.....	\$165

*Advancement on salary schedule requires completion of at least 75% of the school year.  
Unit members working less than 75% may advance on the schedule one year for each two consecutive years that total at least 75% or more of a school year.*

**Board approved:** 3/15/2023  
**Effective Date:** 7/1/2023