

**TWAIN HARTE SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE  
FISCAL YEAR 2015-2016**

STEP	BASE SALARY	INCREASE BETWEEN STEPS
1	\$53,397	
2	\$53,672	\$275
3	\$53,945	\$273
4	\$54,219	\$274
5	\$55,866	\$1,647
6	\$57,254	\$1,388
7	\$58,686	\$1,431
8	\$60,158	\$1,472
9	\$61,676	\$1,518
10	\$63,243	\$1,567
11	\$64,848	\$1,605
12	\$66,506	\$1,658
13	\$68,216	\$1,710
14	\$69,978	\$1,762
15	\$71,792	\$1,813
16	\$73,656	\$1,865
17	\$74,040	\$383
18	\$74,426	\$386
19	\$74,809	\$383
20	\$75,195	\$385
21	\$78,352	\$3,157
25	\$81,748	\$3,396
31	\$85,143	\$3,396
<b>\$92.82 per unit up to 120 units maximum</b> <b>\$1,092 for a Master's Degree</b> <b>\$1,092 for Doctorate</b> <b>\$1,092 for using Special Education Credential in daily teaching</b> <b>\$3,600 Health and Welfare Cap (prorated per FTE)</b>		
<i>Each year credentialed teachers advance one step on this salary schedule.</i>		

\* Minimum salary will be at least \$34,000 in conformance with SB 1643 as long as it is funded by the State for credentialed teachers.

Historical Salary Settlements:

- 2005/2006: 3.85% ongoing COLA effective 07/01/05
- 2006/2007: 2% ongoing COLA effective 7/01/06  
Longevity step 34 added to salary schedule 7/01/06, Stipend created Spec. Ed. Credential in Daily Teaching \$1,000  
Salary Schedule compacted from 24 steps to 21 effective 7/01/06
- 2007/2008: Increase 3% ongoing Steps 1-21 & Units from \$80 to \$85 7/1/07, per student class size compensation revised
- 2008/2009: 1% ongoing Steps 1-21 7/1/08 (negotiated in 2007-08), Increase 2% ongoing steps 1-21 only 7/1/08 and  
Longevity step 34 compacted to Step 31 effective 7/1/08
- 2012/2013: \$3,600 Health Cap Created 1/1/2013; Class Overage Language Amended; 2% One Time
- 2013/2014: 3.50% ongoing effective 7/1/13, 2% one-time 7/1/13, Step 25 added
- 2014/2015: 4% effective 7/1/14, Early written notification of retirement increase to \$7,500, Units increased to 120 maximum  
4% on units and stipends effective 7/1/15, adjust per CalSTRS section 27401(a)(1)(A) CA Code of Regs.
- 2015/2016 } 5% ongoing effective 7/1/15 (3 Year Salary Settlement 2015-2018, no increase to health cap, no compensation reopeners)
- 2016/2017 } 4% ongoing effective 7/1/16 Extracurricular Common Stipends Adjusted to Average (2019/2020 next stipend review)
- 2017/2018 } 3% ongoing effective 7/1/17, 2% one-time increase 7/1/17

**Board Approved: 04/20/2016**