

**TWAIN HARTE SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
FISCAL YEAR 2016-2017**

STEP	BASE SALARY	INCREASE BETWEEN STEPS
1	\$55,533	
2	\$55,819	\$286
3	\$56,103	\$284
4	\$56,388	\$285
5	\$58,101	\$1,713
6	\$59,544	\$1,444
7	\$61,033	\$1,489
8	\$62,564	\$1,531
9	\$64,143	\$1,579
10	\$65,773	\$1,630
11	\$67,442	\$1,669
12	\$69,166	\$1,724
13	\$70,945	\$1,778
14	\$72,777	\$1,832
15	\$74,664	\$1,887
16	\$76,602	\$1,939
17	\$77,002	\$399
18	\$77,403	\$401
19	\$77,801	\$398
20	\$78,203	\$401
21	\$81,486	\$3,283
25	\$85,018	\$3,532
31	\$88,549	\$3,531
\$96.53 per unit up to 120 units maximum \$1,135.68 for a Master's Degree \$1,135.68 for Doctorate \$1,135.68 for using Special Education Credential in daily teaching \$3,600 Health and Welfare Cap (prorated per FTE)		
<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 Coverage 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