

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2017-2018

| Classification | Range | Step 1 | Step2 | Step 3 | Step 4 | Step 5 | Step 8 | Longevity | Longevity | Longevity | Longevity |
|---|-------|--------|-------|--------|--------|--------|--------|----------------------|----------------------|----------------------|----------------------|
| | | | | | | | | 2% 10-14 Years | 5% 15-19 Years | 6% 20-24 Years | 8% 25-29 Years |
| Yard Duty Aide | 2 | 12.36 | 12.98 | 13.63 | 14.32 | 15.04 | 15.80 | 16.12 | 16.59 | 16.75 | 17.07 |
| Cafeteria Cook I | 3 | 12.75 | 13.39 | 14.06 | 14.76 | 15.50 | 16.28 | 16.61 | 17.09 | 17.26 | 17.58 |
| Coordinator: Library, Attendance, Computer, Safe School Ambassador, Tree House, Paraprofessional | 4 | 13.97 | 14.67 | 15.40 | 16.18 | 16.99 | 17.84 | 18.20 | 18.74 | 18.91 | 19.27 |
| Custodian, Office Assistant | 5 | 14.86 | 15.61 | 16.39 | 17.21 | 18.07 | 18.98 | 19.36 | 19.93 | 20.12 | 20.50 |
| Cafeteria Cook II | 9 | 16.12 | 16.93 | 17.78 | 18.67 | 19.61 | 20.59 | 21.01 | 21.62 | 21.83 | 22.24 |
| Maintenance | 10 | 16.89 | 17.74 | 18.63 | 19.57 | 20.55 | 21.58 | 22.02 | 22.66 | 22.88 | 23.31 |
| Bus Driver | 11 | 18.08 | 18.98 | 19.93 | 20.93 | 21.98 | 23.08 | 23.54 | 24.23 | 24.46 | 24.93 |
| Cafeteria Coordinator | 12 | 18.90 | 19.85 | 20.84 | 21.88 | 22.97 | 24.12 | 24.60 | 25.33 | 25.57 | 26.05 |
| School Office Manager K-8 Education | 13 | 19.02 | 19.97 | 20.97 | 22.02 | 23.12 | 24.28 | 24.77 | 25.49 | 25.74 | 26.22 |

Longevity increments: 2% for years 10 - 14
5% for years 15 -19
6% for years 20 - 24
8% for years 25 - 29

Vacation Accrual: Years 1 - 5 10 days
Years 6 - 10 15 days
Year 11 and beyond 20 days

Paid holidays: 12 month employees: 13 paid holidays
10 month employees: 11 paid holidays

Historical Settlements:

2004-2005: 1.9% ongoing and column 8 added 5% above step 5 (3.73% Cost Overall)
2005-2006: 3.85% ongoing, health cap \$7,812
2006-2007: 2% ongoing, health cap \$7,968
2007-2008: 3% ongoing, health cap \$8,207 = 1% ongoing 07/1/08
2008-2009: 1.67% ongoing, health cap \$8,289
2009-2012: no increases
2012-2013: 2% one-time
2013-2014: 3.5% ongoing
2014-2015: 7.5% ongoing Range 2; 5% ongoing Range 4 & 5; 3% ongoing Range 1,3,7,8,9,10 - Range 6 no longer represented by CSEA.
2015-2016: Level salary schedule 5% between steps; Longevity at year 15-19 increased by 1%; 8% Ongoing Ranges 2,3,4,5; 6% Ongoing 1,9,10,11,12,13
2016-2017: Eliminate Music Coordinator position and provide a one-time \$500 per CSEA unit member paid September 2016 included in terms of 8-17-2016 T.A.. 2.0% Ongoing, health cap \$8,555 and 1.5% one time. Eliminate Teacher Aide Range 1 from the salary schedule.
2017-2018: Move Paraprofessional to Range 4, Place Yard Duty Aide on Range 2 with no increase, Increase Bus Driver Step 1, Range 11 by \$1.00 per hour, and increase Ranges 3 through 13 by 4% ongoing.

Board Approved: 03/14/2018