

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2019-2020

Classification	Range	Step 1	Step 2	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	13.05	13.70	14.39	15.12	15.88	16.68	17.01	17.51	17.68	18.01
Cafeteria Cook I	3	13.46	14.13	14.84	15.58	16.37	17.19	17.53	18.05	18.22	18.57
Coordinator: Library, Attendance, Computer, Safe School Ambassador, Tree House, Paraeducator	4	15.60	16.38	17.20	18.06	18.96	19.92	20.32	20.92	21.12	21.51
Custodian, Office Assistant	5	15.69	16.48	17.30	18.17	19.08	20.04	20.44	21.04	21.24	21.64
Cafeteria Cook II	9	17.02	17.88	18.77	19.71	20.71	21.74	22.17	22.83	23.04	23.48
Maintenance	10	17.84	18.73	19.67	21.19	21.70	22.79	23.25	23.93	24.16	24.61
Bus Driver	11	19.09	20.04	21.04	22.10	23.21	24.36	24.85	25.58	25.82	26.31
Cafeteria Coordinator	12	19.96	20.96	22.01	23.10	24.25	25.46	25.97	26.73	26.99	27.50
School Office Manager K-8 Education	13	20.08	21.08	22.14	23.25	24.41	25.64	26.15	26.92	27.18	27.69

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, Increase Bus Driver Step 1, Range 11 by \$1.00 per hour and subsequent Steps 2-8 incrementally by 5% before settlement. Increase Range 3 through 13 by 4% ongoing.
2018-2019: 3% Ongoing Ranges 2,3,5,9,10,11,12,13. \$1.25 Range 4 Step 1. Health Cap \$8,755. \$500 Annual Stipend to Special Education Diaper Changing Paraprofessional
2019-2020: 2.5% Ongoing all Ranges.

Board Approved: 04/10/2019