

**TWAIN HARTE SCHOOL DISTRICT**  
**Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)**  
**2016-2017**

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
Paraprofessional	2	12.16	12.76	13.39	14.06	14.75	15.47	15.78	16.24	16.40	16.71
Cafeteria Cook I	3	12.26	12.86	13.50	14.17	14.88	15.62	15.92	16.40	16.54	16.86
Coordinator: Library, Attendance, Computer, Safe School Ambassador, Tree House	4	13.43	14.11	14.81	15.54	16.32	17.14	17.48	18.00	18.17	18.51
Custodian, Office Assistant	5	14.28	14.98	15.74	16.52	17.35	18.21	18.57	19.12	19.30	19.67
Cafeteria Cook II	9	15.50	16.27	17.07	17.93	18.82	19.76	20.16	20.75	20.95	21.34
Maintenance	10	16.24	17.04	17.89	18.78	19.71	20.69	21.10	21.72	21.93	22.35
Bus Driver	11	16.38	17.72	18.59	19.52	20.49	21.51	21.94	22.56	22.80	23.23
Cafeteria Coordinator	12	18.17	19.07	20.03	21.02	22.07	23.17	23.63	24.33	24.56	25.02
School Office Manager K-8 Education	13	18.29	19.20	20.15	21.15	22.21	23.31	23.78	24.48	24.71	25.17

**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.