

**TWAIN HARTE SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
FISCAL YEARS 2018-2019 & 2019-2020**

STEP	BASE SALARY	INCREASE BETWEEN STEPS
1	\$58,343	
2	\$58,644	\$301
3	\$58,942	\$298
4	\$59,242	\$300
5	\$61,041	\$1,799
6	\$62,557	\$1,516
7	\$64,121	\$1,564
8	\$65,730	\$1,609
9	\$67,388	\$1,658
10	\$69,101	\$1,713
11	\$70,854	\$1,753
12	\$72,666	\$1,812
13	\$74,534	\$1,868
14	\$76,459	\$1,925
15	\$78,442	\$1,983
16	\$80,478	\$2,036
17	\$80,898	\$420
18	\$81,320	\$422
19	\$81,738	\$418
20	\$82,160	\$422
21	\$85,610	\$3,450
25	\$89,320	\$3,710
31	\$93,029	\$3,709
\$101.42 per unit up to 120 units maximum \$1,193.15 for a Master's Degree \$1,193.15 for Doctorate \$1,193.15 for using Special Education Credential in daily teaching \$5,600 (2018/19) & \$7,600 (2019/20) Health and Welfare Cap (prorated per FTE) <i>Each year credentialed teachers advance one step on this salary schedule. 50% Job share teachers advance one step every two years.</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
- 2018-2020: 2% ongoing effective 7/1/2018, \$2,000 on H&W Cap 2018/19 (\$5,600); \$2,000 on H&W Cap 2019/20 (\$7,600)

Board Approved: 02/13/2019