

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 - 10 months - 180 days | 2 | 13.05 | 13.70 | 14.39 | 15.12 | 15.88 | 16.68 | 17.01 | 17.51 | 17.68 | 18.01 |
| Shift Differential 5% | 2-DIFF | 13.70 | 14.39 | 15.11 | 15.88 | 16.67 | 17.51 | 17.86 | 18.39 | 18.56 | 18.91 |
| MONTHLY @ 2hrs/day*: | 2 | 524.61 | 550.74 | 578.48 | 607.82 | 638.38 | 670.54 | 683.80 | 703.90 | 710.74 | 724.00 |
| MONTHLY @ 3hrs/day*: | 2 | 786.92 | 826.11 | 867.72 | 911.74 | 957.56 | 1005.80 | 1025.70 | 1055.85 | 1066.10 | 1086.00 |
| MONTHLY w/shift diff @ 3hrs/day*: | 2-DIFF | 826.11 | 867.72 | 911.13 | 957.56 | 1005.20 | 1055.85 | 1076.96 | 1108.92 | 1119.17 | 1140.27 |
| Cafeteria Substitute - 10 months - 180 days | 3 | 13.55 | 14.23 | 14.94 | 15.69 | 16.47 | 17.29 | 17.64 | 18.15 | 18.33 | 18.67 |
| MONTHLY @ 0.50hrs/day*: | 3 | 136.18 | 143.01 | 150.15 | 157.69 | 165.52 | 173.77 | 177.28 | 182.41 | 184.22 | 187.63 |
| Coordinator: Library, Attendance, Computer, Tree House, Paraeducator - 10 months - 180 days | 4 | 15.60 | 16.38 | 17.20 | 18.06 | 18.96 | 19.92 | 20.32 | 20.92 | 21.12 | 21.51 |
| MONTHLY @ 4.5hrs/day*: | 4 | 1411.02 | 1481.57 | 1555.74 | 1633.53 | 1714.93 | 1801.76 | 1837.94 | 1892.21 | 1910.30 | 1945.58 |
| MONTHLY @ 5hrs/day*: | 4 | 1567.80 | 1646.19 | 1728.60 | 1815.03 | 1905.48 | 2001.96 | 2042.16 | 2102.46 | 2122.56 | 2161.76 |
| MONTHLY @ 6hrs/day*: | 4 | 1881.36 | 1975.43 | 2074.32 | 2178.04 | 2286.58 | 2402.35 | 2450.59 | 2522.95 | 2547.07 | 2594.11 |
| Custodian, Office Assistant - 10 months - 180 days | 5 | 15.69 | 16.48 | 17.30 | 18.17 | 19.08 | 20.04 | 20.44 | 21.04 | 21.24 | 21.64 |
| Shift Differential 5% | 5-DIFF | 16.47 | 17.30 | 18.17 | 19.08 | 20.03 | 21.04 | 21.46 | 22.09 | 22.30 | 22.72 |
| MONTHLY @ 4hrs/day*: | 5 | 1261.48 | 1324.99 | 1390.92 | 1460.87 | 1534.03 | 1611.22 | 1643.38 | 1691.62 | 1707.70 | 1739.86 |
| MONTHLY @ 4.5hrs/day*: | 5 | 1419.16 | 1490.62 | 1564.79 | 1643.48 | 1725.79 | 1812.62 | 1848.80 | 1903.07 | 1921.16 | 1957.34 |
| MONTHLY @ 4.5hrs/day w/shift diff*: | 5-DIFF | 1489.71 | 1564.79 | 1643.48 | 1725.79 | 1811.71 | 1903.07 | 1941.06 | 1998.04 | 2017.04 | 2055.02 |
| Cafeteria Cook - 10 months - 180 days | 9 | 17.02 | 17.88 | 18.77 | 19.71 | 20.71 | 21.74 | 22.17 | 22.83 | 23.04 | 23.48 |
| MONTHLY @ 7hrs/day*: | 9 | 2394.71 | 2515.72 | 2640.94 | 2773.20 | 2913.90 | 3058.82 | 3119.32 | 3212.18 | 3241.73 | 3303.64 |
| Maintenance - 12 months - 233 days w/ 13 holidays, 10 vacation days | 10 | 17.84 | 18.73 | 19.67 | 21.19 | 21.70 | 22.79 | 23.25 | 23.93 | 24.16 | 24.61 |
| MONTHLY @ 8hrs/day*: | 10 | 3044.69 | 3196.59 | 3357.01 | 3616.43 | 3703.47 | 3889.49 | 3968.00 | 4084.05 | 4123.31 | 4200.11 |
| Bus Driver - 10 months - 180 days | 11 | 19.09 | 20.04 | 21.04 | 22.10 | 23.21 | 24.36 | 24.85 | 25.58 | 25.82 | 26.31 |
| Shift Differential 5% | 11-DIFF | 20.04 | 21.04 | 22.09 | 23.21 | 24.37 | 25.59 | 26.09 | 26.86 | 27.11 | 27.63 |
| MONTHLY @ 3.5hrs/day*: | 11 | 1342.98 | 1409.81 | 1480.16 | 1554.74 | 1632.82 | 1713.73 | 1748.20 | 1799.55 | 1816.44 | 1850.91 |
| MONTHLY @ 3.5hrs/day w/shift diff*: | 11-DIFF | 1409.81 | 1480.16 | 1554.03 | 1632.82 | 1714.43 | 1800.26 | 1835.43 | 1889.60 | 1907.19 | 1943.77 |
| Cafeteria Coordinator - 10 months - 184 days | 12 | 20.96 | 22.01 | 23.11 | 24.27 | 25.48 | 26.75 | 27.29 | 28.09 | 28.36 | 28.89 |
| MONTHLY @ 8hrs/day*: | 12 | 3437.44 | 3609.64 | 3790.04 | 3980.28 | 4178.72 | 4387.00 | 4475.56 | 4606.76 | 4651.04 | 4737.96 |
| School Office Manager K-8 Education - 11 months - 200 days | 13 | 20.08 | 21.08 | 22.14 | 23.25 | 24.41 | 25.64 | 26.15 | 26.92 | 27.18 | 27.69 |
| MONTHLY @ 8hrs/day*: | 13 | 3227.40 | 3388.13 | 3558.50 | 3736.91 | 3923.35 | 4121.05 | 4203.02 | 4326.78 | 4368.57 | 4450.54 |

* = Monthly totals include 10 vacation in-lieu and 11 holidays. Longevity will enhance the monthly totals by additional vacation days pay.

Longevity increments:

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

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
2.5% Ongoing all Ranges. Range 3 +\$0.50 above Range 2 & becomes Cafeteria Substitute only. Range 9 becomes Cafeteria Cook. Range 12 increases \$1.00/hr. Cafeteria Cook increases to 7 hours. 0.5 hours per day Cafeteria Substitute to provide lunch relief to Cafeteria Coordinator. Eliminate Safe School Ambassador position.
2019-2020: **Board Approved: 11/13/2019**

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