

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2020-2021

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 - 10 months - 180 days	2	14.00	14.70	15.44	16.21	17.02	17.87	18.23	18.76	18.94	19.30
Shift Differential 5%	2-DIFF	14.70	15.44	16.21	17.02	17.87	18.76	19.14	19.70	19.89	20.27
MONTHLY @ 2hrs/day*:	2	562.80	590.94	620.69	651.64	684.20	718.37	732.85	754.15	761.39	775.86
MONTHLY @ 3hrs/day*:	2	844.20	886.41	931.03	977.46	1026.31	1077.56	1099.27	1131.23	1142.08	1163.79
MONTHLY w/shift diff @ 3hrs/day*:	2-DIFF	886.41	931.03	977.46	1026.31	1077.56	1131.23	1154.14	1187.91	1199.37	1222.28
Cafeteria Substitute - 10 months - 180 days	3	14.54	15.27	16.03	16.83	17.67	18.55	18.92	19.48	19.66	20.03
MONTHLY @ 0.50hrs/day*:	3	146.13	153.46	161.10	169.15	177.58	186.44	190.15	195.77	197.58	201.30
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:

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. 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.
2020-2021: Ongoing increase to Range 2 & 3 by 7.3% to match minimum wage requirement \$14.00/hour. Increase health cap by \$750 to \$9,505. \$750 one-time bonus for employees not benefiting from the health cap increase.
2021-2022: Ongoing increase to Range 2 & 3 by 7.2% to match minimum wage requirement \$15.00/hour. Ongoing increase to Step 1 by \$0.75 for Ranges 4, 5, 9, 10, 11 and 13. Increase health cap by \$750 to \$10,255. \$750 one-time bonus for employees not benefiting from the health cap increase.

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