

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2021-2022

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 - 11 months - 180 days	2	15.00	15.75	16.54	17.37	18.24	19.16	19.55	20.12	20.31	20.70
Shift Differential 5%	2-DIFF	15.75	16.54	17.37	18.24	19.16	20.12	20.53	21.13	21.33	21.71
MONTHLY @ 2hrs/day*:	2	603.00	633.15	664.91	698.27	733.25	770.23	785.91	808.82	816.46	832.14
MONTHLY @ 3hrs/day*:	2	904.50	949.73	997.36	1047.41	1099.87	1155.35	1178.87	1213.24	1224.69	1248.21
MONTHLY w/shift diff @ 3hrs/day*:	2-DIFF	949.73	997.36	1047.41	1099.87	1155.35	1213.24	1237.96	1274.14	1286.20	1309.11
Cafeteria Substitute - 11 months - 180 days	3	15.59	16.37	17.19	18.05	18.95	19.90	20.30	20.90	21.09	21.49
MONTHLY @ 0.50hrs/day*:	3	156.68	164.52	172.76	181.41	190.45	200.01	204.02	210.05	211.95	215.97
Coordinator: Library, Attendance, Computer, Social Emotional Support. and Interv. Prog., Paraeducator - 11 months - 180 days	4	16.35	17.17	18.03	18.93	19.88	20.87	21.29	21.91	22.12	22.54
MONTHLY @ 4.5hrs/day*:	4	1478.86	1553.03	1630.81	1712.22	1798.15	1887.69	1925.68	1981.76	2000.75	2038.74
MONTHLY @ 5hrs/day*:	4	1643.18	1725.59	1812.02	1902.47	1997.94	2097.44	2139.65	2201.96	2223.06	2265.27
MONTHLY @ 6hrs/day*:	4	1971.81	2070.70	2174.42	2282.96	2397.53	2516.92	2567.57	2642.35	2667.67	2718.32
Custodian, Office Assistant - 11 months - 180 days	5	16.44	17.26	18.12	19.03	19.98	20.98	21.40	22.03	22.24	22.66
Shift Differential 5%	5-DIFF	17.26	18.12	19.03	19.98	20.98	21.40	22.47	23.13	23.35	23.79
MONTHLY @ 4hrs/day*:	5	1321.78	1387.70	1456.85	1530.01	1606.39	1686.79	1720.56	1771.21	1788.10	1821.86
MONTHLY @ 4.5hrs/day*:	5	1487.00	1561.17	1638.95	1721.26	1807.19	1897.64	1935.63	1992.61	2011.61	2049.60
MONTHLY @ 4.5hrs/day w/shift diff*:	5-DIFF	1561.17	1638.95	1721.26	1807.19	1897.64	1935.63	2032.41	2092.11	2112.01	2151.81
Cafeteria Cook - 11 months - 180 days	9	17.77	18.66	19.59	20.57	21.60	22.68	23.13	23.81	24.04	24.49
MONTHLY @ 7hrs/day*:	9	2500.24	2625.46	2756.31	2894.20	3039.12	3191.08	3254.39	3350.07	3382.43	3445.74
Maintenance - 12 months - 233 days w/ 13 holidays, 10 vacation days	10	18.59	19.52	20.50	21.53	22.61	23.74	24.21	24.93	25.16	25.64
MONTHLY @ 8hrs/day*:	10	3172.69	3331.41	3498.67	3674.45	3858.77	4051.63	4131.84	4254.72	4293.97	4375.89
Bus Driver - 11 months - 180 days	11	19.84	20.83	21.87	22.96	24.11	25.32	25.83	26.59	26.84	27.35
Shift Differential 5%	11-DIFF	20.83	21.87	22.96	24.11	25.32	26.59	27.12	27.92	28.18	28.72
MONTHLY @ 3.5hrs/day*:	11	1395.74	1465.39	1538.55	1615.24	1696.14	1781.26	1817.14	1870.61	1888.19	1924.07
MONTHLY @ 3.5hrs/day w/shift diff*:	11-DIFF	1465.39	1538.55	1615.24	1696.14	1781.26	1870.61	1907.89	1964.17	1982.46	2020.45
Cafeteria Coordinator - 11 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	20.83	21.87	22.96	24.11	25.32	26.59	27.12	27.92	28.19	28.72
MONTHLY @ 8hrs/day*:	13	3347.95	3515.11	3690.30	3875.13	4069.61	4273.74	4358.92	4487.51	4530.90	4616.09

* = 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
- 11 month employees: 11 paid holidays