

**TWAIN HARTE SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
FISCAL YEARS 2021/2022**

STEP	BASE SALARY	INCREASE BETWEEN STEPS
1	\$60,093	
2	\$60,403	\$310
3	\$60,710	\$307
4	\$61,019	\$309
5	\$62,872	\$1,853
6	\$64,434	\$1,562
7	\$66,045	\$1,611
8	\$67,702	\$1,657
9	\$69,410	\$1,708
10	\$71,174	\$1,764
11	\$72,980	\$1,806
12	\$74,846	\$1,866
13	\$76,770	\$1,924
14	\$78,753	\$1,983
15	\$80,795	\$2,042
16	\$82,892	\$2,097
17	\$83,325	\$433
18	\$83,760	\$435
19	\$84,190	\$430
20	\$84,625	\$435
21	\$88,178	\$3,553
25	\$92,000	\$3,822
31	\$95,820	\$3,820
\$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 \$8,600 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>		

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 Coverage 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)
- 2020-2021: \$750 One Time Bonus.
- 2021-2023: 3% ongoing effective 7/1/21, \$1,000 on H&W Cap 21/22 (\$8,600); 3% ongoing effective 7/1/22, \$1,000 on H&W Cap 22/23 (\$9,600)

Board Approved: 02/09/2022