

**TWAIN HARTE SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE  
FISCAL YEAR 2022-2023**

STEP	BASE SALARY	INCREASE BETWEEN STEPS
1	\$61,896	
2	\$62,215	\$319
3	\$62,531	\$316
4	\$62,850	\$319
5	\$64,758	\$1,908
6	\$66,367	\$1,609
7	\$68,026	\$1,659
8	\$69,733	\$1,707
9	\$71,492	\$1,759
10	\$73,309	\$1,817
11	\$75,169	\$1,860
12	\$77,091	\$1,922
13	\$79,073	\$1,982
14	\$81,116	\$2,043
15	\$83,219	\$2,103
16	\$85,379	\$2,160
17	\$85,825	\$446
18	\$86,273	\$448
19	\$86,716	\$443
20	\$87,164	\$448
21	\$90,823	\$3,659
25	\$94,760	\$3,937
31	\$98,695	\$3,935
<b>\$101.42 per unit up to 120 units maximum</b> <b>\$1,193.15 for a Master's Degree</b> <b>\$1,193.15 for Doctorate</b> <b>\$1,193.15 for using Special Education Credential in daily teaching</b>  <b>\$9,600 Health and Welfare Cap (prorated per FTE)</b> <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**