

**TWAIN HARTE SCHOOL DISTRICT**  
**Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)**  
**2022-2023**

Classification	Range	Step 1	Step2	Step 3	Step 4	Step 5	Step 8	2% 10-14 Steps	5% 15-19 Steps	6% 20-24 Steps	8% 25-29 Steps	10% Steps 30+
<b>Yard Duty Aide - 11 months - 180 days</b>	<b>2</b>	<b>15.50</b>	<b>16.28</b>	<b>17.09</b>	<b>17.94</b>	<b>18.84</b>	<b>19.78</b>	<b>20.18</b>	<b>20.77</b>	<b>20.97</b>	<b>21.36</b>	<b>21.76</b>
<b>Shift Differential 5%</b>	<b>2-DIFF</b>	<b>16.28</b>	<b>17.09</b>	<b>17.94</b>	<b>18.84</b>	<b>19.78</b>	<b>20.77</b>	<b>21.19</b>	<b>21.81</b>	<b>22.02</b>	<b>22.43</b>	<b>22.85</b>
<b>MONTHLY @ 2hrs/day*:</b>	<b>2</b>	<b>566.45</b>	<b>594.96</b>	<b>624.56</b>	<b>655.63</b>	<b>688.52</b>	<b>722.87</b>	<b>737.49</b>	<b>759.05</b>	<b>766.36</b>	<b>780.61</b>	<b>795.23</b>
<b>MONTHLY @ 3hrs/day*:</b>	<b>2</b>	<b>849.68</b>	<b>892.44</b>	<b>936.84</b>	<b>983.44</b>	<b>1032.77</b>	<b>1084.30</b>	<b>1106.23</b>	<b>1138.57</b>	<b>1149.54</b>	<b>1170.92</b>	<b>1192.84</b>
<b>MONTHLY w/shift diff @ 3hrs/day*:</b>	<b>2-DIFF</b>	<b>892.44</b>	<b>936.84</b>	<b>983.44</b>	<b>1032.77</b>	<b>1084.30</b>	<b>1138.57</b>	<b>1161.60</b>	<b>1195.58</b>	<b>1207.10</b>	<b>1229.57</b>	<b>1252.60</b>
<b>Cafeteria Substitute - 11 months - 180 days</b>	<b>3</b>	<b>16.10</b>	<b>16.91</b>	<b>17.76</b>	<b>18.65</b>	<b>19.58</b>	<b>20.56</b>	<b>20.97</b>	<b>21.59</b>	<b>21.79</b>	<b>22.20</b>	<b>22.62</b>
<b>MONTHLY @ 0.50hrs/day*:</b>	<b>3</b>	<b>147.10</b>	<b>154.50</b>	<b>162.26</b>	<b>170.39</b>	<b>178.89</b>	<b>187.84</b>	<b>191.59</b>	<b>197.25</b>	<b>199.08</b>	<b>202.83</b>	<b>206.66</b>
<b>Coordinator: Library, Attendance, Computer, Social Emotional Support. and Interv. Prog., Paraeducator - 11 months - 180 days</b>	<b>4</b>	<b>16.87</b>	<b>17.71</b>	<b>18.60</b>	<b>19.53</b>	<b>20.51</b>	<b>21.54</b>	<b>21.97</b>	<b>22.62</b>	<b>22.83</b>	<b>23.26</b>	<b>23.69</b>
<b>MONTHLY @ 4.5hrs/day*:</b>	<b>4</b>	<b>1387.17</b>	<b>1456.25</b>	<b>1529.43</b>	<b>1605.90</b>	<b>1686.48</b>	<b>1771.18</b>	<b>1806.53</b>	<b>1859.98</b>	<b>1877.25</b>	<b>1912.61</b>	<b>1947.96</b>
<b>MONTHLY @ 5hrs/day*:</b>	<b>4</b>	<b>1541.30</b>	<b>1618.05</b>	<b>1699.36</b>	<b>1784.33</b>	<b>1873.87</b>	<b>1967.97</b>	<b>2007.26</b>	<b>2066.65</b>	<b>2085.83</b>	<b>2125.12</b>	<b>2164.40</b>
<b>MONTHLY @ 6hrs/day*:</b>	<b>4</b>	<b>1849.57</b>	<b>1941.66</b>	<b>2039.24</b>	<b>2141.20</b>	<b>2248.64</b>	<b>2361.57</b>	<b>2408.71</b>	<b>2479.97</b>	<b>2503.00</b>	<b>2550.14</b>	<b>2597.29</b>
<b>Custodian, Office Assistant - 11 months - 180 days</b>	<b>5</b>	<b>16.95</b>	<b>17.80</b>	<b>18.69</b>	<b>19.62</b>	<b>20.60</b>	<b>21.63</b>	<b>22.06</b>	<b>22.71</b>	<b>22.93</b>	<b>23.36</b>	<b>23.79</b>
<b>Shift Differential 5%</b>	<b>5-DIFF</b>	<b>17.80</b>	<b>18.69</b>	<b>19.62</b>	<b>20.60</b>	<b>21.63</b>	<b>22.71</b>	<b>23.16</b>	<b>23.85</b>	<b>24.08</b>	<b>24.53</b>	<b>24.98</b>
<b>MONTHLY @ 4hrs/day*:</b>	<b>5</b>	<b>1238.89</b>	<b>1301.02</b>	<b>1366.07</b>	<b>1434.04</b>	<b>1505.67</b>	<b>1580.96</b>	<b>1612.39</b>	<b>1659.89</b>	<b>1675.97</b>	<b>1707.40</b>	<b>1738.83</b>
<b>MONTHLY @ 4.5hrs/day*:</b>	<b>5</b>	<b>1393.75</b>	<b>1463.65</b>	<b>1536.83</b>	<b>1613.30</b>	<b>1693.88</b>	<b>1778.58</b>	<b>1813.93</b>	<b>1867.38</b>	<b>1885.47</b>	<b>1920.83</b>	<b>1956.19</b>
<b>MONTHLY @ 4.5hrs/day w/shift diff*:</b>	<b>5-DIFF</b>	<b>1463.65</b>	<b>1536.83</b>	<b>1613.30</b>	<b>1693.88</b>	<b>1778.58</b>	<b>1867.38</b>	<b>1904.38</b>	<b>1961.12</b>	<b>1980.03</b>	<b>2017.04</b>	<b>2054.04</b>
<b>Cafeteria Cook - 11 months - 180 days</b>	<b>9</b>	<b>18.34</b>	<b>19.26</b>	<b>20.22</b>	<b>21.23</b>	<b>22.29</b>	<b>23.40</b>	<b>23.87</b>	<b>24.57</b>	<b>24.80</b>	<b>25.27</b>	<b>25.74</b>
<b>MONTHLY @ 7hrs/day*:</b>	<b>9</b>	<b>2345.85</b>	<b>2463.53</b>	<b>2586.32</b>	<b>2715.51</b>	<b>2851.09</b>	<b>2993.07</b>	<b>3053.19</b>	<b>3142.73</b>	<b>3172.15</b>	<b>3232.26</b>	<b>3292.38</b>
<b>Maintenance - 12 months - 236 days w/ 14 holidays, 10 vacation days</b>	<b>10</b>	<b>19.18</b>	<b>20.14</b>	<b>21.15</b>	<b>22.21</b>	<b>23.32</b>	<b>24.49</b>	<b>24.98</b>	<b>25.71</b>	<b>25.96</b>	<b>26.45</b>	<b>26.94</b>
<b>MONTHLY @ 8hrs/day*:</b>	<b>10</b>	<b>3324.53</b>	<b>3490.93</b>	<b>3666.00</b>	<b>3849.73</b>	<b>4042.13</b>	<b>4244.93</b>	<b>4329.87</b>	<b>4456.40</b>	<b>4499.73</b>	<b>4584.67</b>	<b>4669.60</b>
<b>Bus Driver - 11 months - 180 days</b>	<b>11</b>	<b>21.47</b>	<b>22.54</b>	<b>23.67</b>	<b>24.85</b>	<b>26.09</b>	<b>27.39</b>	<b>27.94</b>	<b>28.76</b>	<b>29.03</b>	<b>29.58</b>	<b>30.13</b>
<b>Shift Differential 5%</b>	<b>11-DIFF</b>	<b>22.54</b>	<b>23.67</b>	<b>24.85</b>	<b>26.09</b>	<b>27.39</b>	<b>28.76</b>	<b>29.34</b>	<b>30.20</b>	<b>30.48</b>	<b>31.06</b>	<b>31.64</b>
<b>MONTHLY @ 3.5hrs/day*:</b>	<b>11</b>	<b>1373.10</b>	<b>1441.54</b>	<b>1513.80</b>	<b>1589.27</b>	<b>1668.57</b>	<b>1751.72</b>	<b>1786.89</b>	<b>1839.33</b>	<b>1856.60</b>	<b>1891.78</b>	<b>1926.95</b>
<b>MONTHLY @3.5hrs/day w/shift diff*:</b>	<b>11-DIFF</b>	<b>1441.54</b>	<b>1513.80</b>	<b>1589.27</b>	<b>1668.57</b>	<b>1751.72</b>	<b>1839.33</b>	<b>1876.43</b>	<b>1931.43</b>	<b>1949.33</b>	<b>1986.43</b>	<b>2023.52</b>
<b>Cafeteria Coordinator - 11 months - 184 days</b>	<b>12</b>	<b>21.62</b>	<b>22.70</b>	<b>23.84</b>	<b>25.03</b>	<b>26.28</b>	<b>27.59</b>	<b>28.14</b>	<b>28.97</b>	<b>29.25</b>	<b>29.80</b>	<b>30.35</b>
<b>MONTHLY @ 8hrs/day*:</b>	<b>12</b>	<b>3223.35</b>	<b>3384.36</b>	<b>3554.33</b>	<b>3731.75</b>	<b>3918.11</b>	<b>4113.42</b>	<b>4195.42</b>	<b>4319.16</b>	<b>4360.91</b>	<b>4442.91</b>	<b>4524.91</b>
<b>School Office Manager K-8 Education - 11 months - 200 days</b>	<b>13</b>	<b>21.47</b>	<b>22.54</b>	<b>23.67</b>	<b>24.85</b>	<b>26.09</b>	<b>27.39</b>	<b>27.94</b>	<b>28.76</b>	<b>29.03</b>	<b>29.58</b>	<b>30.13</b>
<b>MONTHLY @ 8hrs/day*:</b>	<b>13</b>	<b>3450.81</b>	<b>3622.79</b>	<b>3804.41</b>	<b>3994.07</b>	<b>4193.37</b>	<b>4402.32</b>	<b>4490.72</b>	<b>4622.52</b>	<b>4665.91</b>	<b>4754.31</b>	<b>4842.71</b>

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

**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.
- 2022-2023: Ongoing increase to Range 2 by 3.33% to match minimum wage requirement of \$15.50/hour. Increase the rest of the salary schedule proportionate to the percentage differential before the increase. Change Longevity years to steps and add a 30+ step of 10%. Ongoing increase to Range 11 by \$1.00 Increase health cap by \$750 to \$11,005. Add Juneteenth as a legal holiday.

**Board Approved: 02/08/2023**