

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2023-2024

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+
Yard Duty Aide - 11 months - 180 days	2	16.00	16.80	17.64	18.52	19.45	20.42	20.83	21.44	21.65	22.05	22.46
Shift Differential 5%	2-DIFF	16.80	17.64	18.52	19.45	20.42	21.44	21.87	22.51	22.73	23.15	23.58
Cafeteria Substitute - 11 months - 180 days	3	16.62	17.45	18.32	19.24	20.20	21.21	21.63	22.27	22.48	22.91	23.33
MONTHLY @ 0.50hrs/day*:	3	167.03	175.37	184.12	193.37	203.01	213.17	217.38	223.81	225.92	230.25	234.47
Coordinator: Library, Attendance, Computer, Social Emotional Support. and Interv. Prog., Paraeducator - 11 months - 180 days	4	17.42	18.29	19.20	20.16	21.17	22.23	22.67	23.34	23.56	24.01	24.45
MONTHLY @ 4.5hrs/day*:	4	1575.64	1654.33	1736.64	1823.47	1914.83	2010.70	2050.50	2111.10	2131.00	2171.70	2211.50
MONTHLY @ 5hrs/day*:	4	1750.71	1838.15	1929.60	2026.08	2127.59	2234.12	2278.34	2345.67	2367.78	2413.01	2457.23
MONTHLY @ 6hrs/day*:	4	2100.85	2205.77	2315.52	2431.30	2553.10	2680.94	2734.00	2814.80	2841.34	2895.61	2948.67
Custodian, Office Assistant - 11 months - 180 days	5	17.51	18.39	19.31	20.28	21.29	22.35	22.80	23.47	23.69	24.14	24.59
Shift Differential 5%	5-DIFF	18.39	19.31	20.28	21.29	22.35	23.47	23.94	24.64	24.87	25.35	25.82
MONTHLY @ 4hrs/day*:	5	1407.80	1478.56	1552.52	1630.51	1711.72	1796.94	1833.12	1886.99	1904.68	1940.86	1977.04
MONTHLY @ 4.5hrs/day*:	5	1583.78	1663.38	1746.59	1834.33	1925.68	2021.56	2062.26	2122.86	2142.76	2183.46	2224.17
MONTHLY @ 4.5hrs/day w/shift diff*:	5-DIFF	1663.38	1746.59	1834.33	1925.68	2021.56	2122.86	2165.37	2228.69	2249.49	2292.91	2335.42
Cafeteria Cook - 11 months - 180 days	9	18.95	19.90	20.90	21.95	23.05	24.20	24.68	25.41	25.65	26.14	26.62
MONTHLY @ 7hrs/day*:	9	2666.27	2799.93	2940.63	3088.37	3243.14	3404.94	3472.48	3575.19	3608.96	3677.90	3745.43
Maintenance - 12 months - 236 days w/ 14 holidays, 10 vacation days	10	19.82	20.81	21.85	22.94	24.09	25.29	25.80	26.55	26.81	27.31	27.82
MONTHLY @ 8hrs/day*:	10	3435.47	3607.07	3787.33	3976.27	4175.60	4383.60	4472.00	4602.00	4647.07	4733.73	4747.95
Bus Driver - 11 months - 180 days	11	22.16	23.27	24.43	25.65	26.93	28.28	28.85	29.69	29.98	30.54	31.11
Shift Differential 5%	11-DIFF	23.27	24.43	25.65	26.96	28.28	29.69	30.29	31.17	31.48	32.07	32.67
MONTHLY @ 3.5hrs/day*:	11	1558.96	1637.04	1718.65	1804.48	1894.53	1989.50	2029.60	2088.69	2109.09	2148.49	2188.59
MONTHLY @ 3.5hrs/day w/shift diff*:	11-DIFF	1637.04	1718.65	1804.48	1896.64	1989.50	2088.69	2130.90	2192.81	2214.62	2256.12	2298.33
Cafeteria Coordinator - 11 months - 184 days	12	22.32	23.44	24.61	25.84	27.13	28.49	29.06	29.91	30.20	30.77	31.34
MONTHLY @ 8hrs/day*:	12	3660.48	3844.16	4036.04	4237.76	4449.32	4672.36	4765.84	4905.24	4952.80	5046.28	5139.76
School Office Manager K-8 Education - 11 months - 200 days	13	22.16	23.27	24.43	25.65	26.93	28.28	28.85	29.69	29.98	30.54	31.11
MONTHLY @ 8hrs/day*:	13	3561.72	3740.12	3926.57	4122.65	4328.39	4545.37	4636.98	4771.99	4818.60	4908.61	5000.23

* = 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.
- 2023-2024: Ongoing increase to Range 2 by 3.23% to match minimum wage requirement of \$16.00/hour. Increase the rest of the salary schedule proportionate to the percentage differential before the increase. Increase health cap by \$750 to \$11,755. One-time bonus for employee not benefiting from health cap

Vacation Accrual:	Years 1 - 5	10 days
	Years 6 - 10	15 days
	Year 11 and beyond	20 days
Paid holidays:	12 month employees:	14 paid holidays
	11 month employees:	11 paid holidays