

**TWAIN HARTE SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
FISCAL YEAR 2023-2024**

STEP	BASE SALARY	INCREASE BETWEEN STEPS
1	\$64,991	
2	\$65,326	\$335
3	\$65,658	\$332
4	\$65,993	\$335
5	\$67,996	\$2,003
6	\$69,686	\$1,690
7	\$71,428	\$1,742
8	\$73,220	\$1,792
9	\$75,067	\$1,847
10	\$76,975	\$1,908
11	\$78,928	\$1,953
12	\$80,946	\$2,018
13	\$83,027	\$2,081
14	\$85,172	\$2,145
15	\$87,380	\$2,208
16	\$89,648	\$2,268
17	\$90,117	\$469
18	\$90,587	\$470
19	\$91,052	\$465
20	\$91,523	\$471
21	\$95,365	\$3,842
25	\$99,498	\$4,133
31	\$103,630	\$4,132
\$101.42 per unit up to 120 units maximum \$1,500.00 for a Master's Degree \$1,500.00 for Doctorate \$5,000.00 for using Special Education Credential in daily teaching \$9,600 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)
5% ongoing effective 7/1/23, \$5,000 one-time bonus, \$1,500 Masters & Doctorate, \$5,000 Spec. Ed. credential in daily teaching,
- 2023-2024: Extracurricular stipends percent of step 1.

BOARD APPROVED: 02/14/2024