

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2024-2025

Classification	Range	Step 1	Step2	Step 3	Step 4	Step 5	Step 8	10-14 Steps	15-19 Steps	20-24 Steps	25-29 Steps	Steps 30+
Yard Duty Aide - 11 months - 180 days	2	16.96	17.81	18.70	19.63	20.62	21.65	22.08	22.73	22.95	23.37	23.81
Shift Differential 5%	2-DIFF	17.81	18.70	19.63	20.62	21.65	22.73	23.18	23.86	24.09	24.54	24.99
Coordinator: Library, Attendance, Social Emotional Support, and Interv. Prog., Computer, - 11 months - 180 days	4	18.47	19.39	20.35	21.37	22.44	23.56	24.03	24.74	24.97	25.45	25.92
MONTHLY @ 4.5hrs/day*:	4	1670.18	1753.59	1840.84	1932.88	2029.72	2131.35	2173.53	2237.77	2258.86	2302.01	2344.19
MONTHLY @ 5hrs/day*:	4	1855.75	1948.43	2045.38	2147.64	2255.24	2368.16	2415.04	2486.41	2509.85	2557.79	2604.66
MONTHLY @ 6hrs/day*:	4	2226.90	2338.12	2454.45	2577.17	2706.29	2841.79	2898.04	2983.69	3011.82	3069.34	3125.59
Custodian, Office Assistant, Paraeducator - 11 months - 180 days	5	18.56	19.49	20.47	21.50	22.57	23.69	24.17	24.88	25.11	25.59	26.07
Shift Differential 5%	5-DIFF	19.49	20.47	21.50	22.57	23.69	24.88	25.38	26.12	26.36	26.87	27.37
MONTHLY @ 4hrs/day*:	5	1492.27	1567.27	1645.68	1728.34	1814.42	1904.76	1943.11	2000.21	2018.96	2057.31	2095.66
MONTHLY @ 4.5hrs/day*:	5	1678.81	1763.18	1851.38	1944.39	2041.22	2142.85	2186.00	2250.23	2271.33	2314.47	2357.62
MONTHLY @ 4.5hrs/day w/shift diff*:	5-DIFF	1763.18	1851.38	1944.39	2041.22	2142.85	2250.23	2295.30	2362.41	2384.46	2430.48	2475.54
MONTHLY @ 6hrs/day*:	5	2238.41	2350.90	2468.51	2592.51	2721.63	2857.13	2914.66	3000.31	3028.43	3085.96	3143.49
Cafeteria Cook - 11 months - 180 days	9	20.09	21.09	22.15	23.27	24.43	25.65	26.16	26.93	27.19	27.71	28.22
MONTHLY @ 7hrs/day*:	9	2826.24	2967.93	3117.07	3273.67	3437.72	3609.24	3680.82	3789.70	3825.49	3898.57	3970.16
Maintenance - 12 months - 236 days w/ 14 holidays, 10 vacation days	10	21.01	22.06	23.16	24.32	25.54	26.81	27.35	28.14	28.42	28.95	29.49
MONTHLY @ 8hrs/day*:	10	3641.59	3823.49	4014.57	4214.84	4426.14	4646.62	4740.32	4878.12	4925.89	5017.76	5032.82
Bus Driver - 11 months - 180 days	11	23.49	24.67	25.90	27.19	28.55	29.98	30.58	31.47	31.78	32.37	32.98
Shift Differential 5%	11-DIFF	24.67	25.90	27.19	28.58	29.98	31.47	32.11	33.04	33.37	33.99	34.63
MONTHLY @ 3.5hrs/day*:	11	1652.49	1735.27	1821.77	1912.75	2008.20	2108.87	2151.37	2214.01	2235.64	2277.40	2319.90
MONTHLY @ 3.5hrs/day w/shift diff*:	11-DIFF	1735.27	1821.77	1912.75	2010.43	2108.87	2214.01	2258.76	2324.38	2347.50	2391.49	2436.23
Cafeteria Coordinator - 11 months - 184 days	12	23.66	24.85	26.09	27.39	28.76	30.20	30.80	31.70	32.01	32.62	33.22
MONTHLY @ 8hrs/day*:	12	3880.11	4074.81	4278.20	4492.03	4716.28	4952.70	5051.79	5199.55	5249.97	5349.06	5448.15
School Office Manager K-8 Education - 11 months - 200 days	13	23.49	24.67	25.90	27.19	28.55	29.98	30.58	31.47	31.78	32.37	32.98
MONTHLY @ 8hrs/day*:	13	3775.42	3964.53	4162.16	4370.01	4588.09	4818.09	4915.20	5058.31	5107.72	5203.13	5300.24

* = 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 employees not benefiting from health cap increase.
- 2024-2025: 6% Ongoing increase. \$5,000 one-time bonus for employees actively employed on 03/01/2025. Move Paraeducators from Range 4 to 5. Eliminate Attendance Coordinator position and eliminate Range 3.
- 2025-2026: 3% Ongoing increase. \$5,000 one-time bonus effective 07/01/2026.

Board Approved: 4/9/2025