

**TWAIN HARTE SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
FISCAL YEAR 2025-26**

STEP	BASE SALARY	INCREASE BETWEEN STEPS
1	\$66,291	
2	\$66,633	\$342
3	\$66,972	\$339
4	\$67,313	\$341
5	\$69,356	\$2,043
6	\$71,080	\$1,724
7	\$72,857	\$1,777
8	\$74,685	\$1,828
9	\$76,569	\$1,884
10	\$78,515	\$1,946
11	\$80,507	\$1,992
12	\$82,565	\$2,058
13	\$84,688	\$2,123
14	\$86,876	\$2,188
15	\$89,128	\$2,252
16	\$91,441	\$2,313
17	\$91,920	\$479
18	\$92,399	\$479
19	\$92,873	\$474
20	\$93,354	\$481
21	\$97,273	\$3,919
25	\$101,488	\$4,215
31	\$105,703	\$4,215
\$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 \$12,350 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 Overage 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)
2023-2025: 5% ongoing effective 7/1/23, \$5,000 one-time bonus, \$1,500 Masters & Doctorate, \$5,000 Spec. Ed. credential in daily teaching, Extracurricular stipends percent of step 1; 2% ongoing effective 7/1/24, \$4,000 one-time bonus, School Psychologist permanent addition.
2025-2027: \$2,750 increase to H&W, \$3,500 one-time bonus effective 7/1/25, 2% ongoing and \$2,500 one-time bonus effective 7/1/26

BOARD APPROVED: 1/14/2026