

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2026-27

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	18.17	19.08	20.03	21.03	22.09	23.19	23.65	24.35	24.58	25.03	25.51
Shift Differential 5%	2-DIFF	19.08	20.03	21.03	22.09	23.19	24.35	24.83	25.56	25.81	26.29	26.77
Coordinator: Resource Center & Technology, Social Emotional Support. and Interv. Prog., - 11 months - 180 days	4	19.79	20.77	21.80	22.89	24.04	25.24	25.74	26.50	26.75	27.26	27.77
MONTHLY @ 4.5hrs/day*:	4	1790	1879	1972	2071	2174	2283	2328	2397	2419	2466	2511
MONTHLY @ 5hrs/day*:	4	1988	2087	2191	2301	2416	2536	2587	2663	2688	2740	2790
MONTHLY @ 6hrs/day*:	4	2386	2505	2629	2761	2899	3044	3104	3196	3226	3288	3349
Custodian, Office Assistant, Paraeducator - 11 months - 180 days	5	19.88	20.88	21.93	23.03	24.18	25.38	25.89	26.65	26.90	27.41	27.93
Shift Differential 5%	5-DIFF	20.88	21.93	23.03	24.18	25.38	26.65	27.19	27.98	28.24	28.78	29.32
MONTHLY @ 4hrs/day*:	5	1598	1679	1763	1852	1944	2040	2082	2143	2163	2204	2245
MONTHLY @ 4.5hrs/day*:	5	1798	1888	1983	2083	2187	2295	2342	2411	2433	2479	2526
MONTHLY @ 4.5hrs/day w/shift diff*:	5-DIFF	1888	1983	2083	2187	2295	2411	2459	2531	2554	2603	2652
MONTHLY @ 6hrs/day*:	5	2398	2518	2644	2778	2916	3060	3122	3214	3244	3306	3368
Cafeteria Cook - 11 months - 180 days	9	21.52	22.59	23.73	24.93	26.17	27.48	28.02	28.85	29.13	29.68	30.23
MONTHLY @ 7hrs/day*:	9	3028	3179	3338	3507	3682	3866	3943	4059	4098	4176	4253
Maintenance - 12 months - 236 days w/ 14 holidays, 10 vacation days	10	22.51	23.63	24.81	26.05	27.36	28.72	29.30	30.14	30.44	31.01	31.59
MONTHLY @ 8hrs/day*:	10	3901	4096	4300	4516	4742	4978	5078	5225	5277	5375	5391
Bus Driver - 11 months - 180 days	11	25.16	26.43	27.74	29.13	30.58	32.11	32.76	33.71	34.04	34.67	35.33
Shift Differential 5%	11-DIFF	26.43	27.74	29.13	30.61	32.11	33.71	34.40	35.39	35.75	36.41	37.10
MONTHLY @ 3.5hrs/day*:	11	1770	1859	1952	2049	2152	2259	2304	2372	2395	2439	2485
MONTHLY @ 3.5hrs/day w/shift diff*:	11-DIFF	1859	1952	2049	2154	2259	2372	2420	2490	2515	2561	2610
Cafeteria Coordinator - 11 months - 184 days	12	25.34	26.62	27.95	29.34	30.81	32.35	32.99	33.96	34.29	34.94	35.59
MONTHLY @ 8hrs/day*:	12	4157	4366	4583	4812	5052	5305	5411	5569	5623	5731	5836
School Office Manager K-8 Education - 11 months - 200 days	13	25.16	26.43	27.74	29.13	30.58	32.11	32.76	33.71	34.04	34.67	35.33
MONTHLY @ 8hrs/day*:	13	4044	4247	4459	4681	4915	5162	5265	5418	5472	5573	5678

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

Historical Settlements:

Vacation Accrual

Years 1 - 5: 10 days
Years 6 - 10: 15 days
Year 11 and beyond: 20 days

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 7.25% 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 % 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 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 % 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 7/1/25.

2026-2027: 4% Ongoing increase. \$3,000 one-time bonus effective 7/1/26. Eliminated Librarian Coordinator and added Resource Center & Tech Coordinator to Range 4.

Board Approved: 10/14/26