

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2027-28

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	18.71	19.65	20.63	21.66	22.75	23.89	24.36	25.08	25.32	25.78	26.27
Shift Differential 5%	2-DIFF	19.65	20.63	21.66	22.75	23.89	25.08	25.58	26.33	26.58	27.08	27.57
Coordinator: Resource Center & Technology, Social Emotional Support. and Interv. Prog., - 11 months - 180 days	4	20.38	21.39	22.45	23.58	24.76	25.99	26.51	27.30	27.55	28.08	28.60
MONTHLY @ 4.5hrs/day*:	4	1843	1935	2031	2133	2239	2351	2398	2469	2492	2540	2587
MONTHLY @ 5hrs/day*:	4	2048	2150	2257	2370	2488	2612	2665	2743	2769	2822	2874
MONTHLY @ 6hrs/day*:	4	2458	2580	2708	2844	2986	3135	3197	3292	3323	3386	3449
Custodian, Office Assistant, Paraeducator - 11 months - 180 days	5	20.48	21.50	22.59	23.72	24.90	26.14	26.67	27.45	27.70	28.23	28.76
Shift Differential 5%	5-DIFF	21.50	22.59	23.72	24.90	26.14	27.45	28.00	28.82	29.08	29.65	30.20
MONTHLY @ 4hrs/day*:	5	1646	1729	1816	1907	2002	2102	2144	2207	2227	2270	2313
MONTHLY @ 4.5hrs/day*:	5	1852	1945	2043	2146	2252	2364	2412	2483	2506	2554	2602
MONTHLY @ 4.5hrs/day w/shift diff*:	5-DIFF	1945	2043	2146	2252	2364	2483	2533	2607	2631	2682	2731
MONTHLY @ 6hrs/day*:	5	2470	2593	2724	2861	3003	3152	3216	3311	3341	3405	3469
Cafeteria Cook - 11 months - 180 days	9	22.17	23.27	24.44	25.67	26.95	28.30	28.86	29.71	30.00	30.57	31.14
MONTHLY @ 7hrs/day*:	9	3119	3274	3439	3612	3793	3982	4061	4181	4221	4302	4381
Maintenance - 12 months - 236 days w/ 14 holidays, 10 vacation days	10	23.18	24.34	25.55	26.83	28.18	29.58	30.18	31.05	31.36	31.94	32.54
MONTHLY @ 8hrs/day*:	10	4018	4219	4429	4651	4884	5127	5231	5382	5435	5537	5553
Bus Driver - 11 months - 180 days	11	25.92	27.22	28.58	30.00	31.50	33.08	33.74	34.72	35.06	35.71	36.39
Shift Differential 5%	11-DIFF	27.22	28.58	30.00	31.53	33.08	34.72	35.43	36.45	36.82	37.50	38.21
MONTHLY @ 3.5hrs/day*:	11	1823	1915	2010	2110	2216	2327	2374	2443	2467	2513	2560
MONTHLY @ 3.5hrs/day w/shift diff*:	11-DIFF	1915	2010	2110	2218	2327	2443	2492	2565	2590	2638	2688
Cafeteria Coordinator - 11 months - 184 days	12	26.10	27.42	28.79	30.22	31.73	33.32	33.98	34.98	35.32	35.99	36.65
MONTHLY @ 8hrs/day*:	12	4281	4497	4721	4956	5204	5465	5573	5736	5792	5902	6011
School Office Manager K-8 Education - 11 months - 200 days	13	25.92	27.22	28.58	30.00	31.50	33.08	33.74	34.72	35.06	35.71	36.39
MONTHLY @ 8hrs/day*:	13	4166	4375	4593	4822	5063	5317	5423	5581	5636	5740	5849

* = 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

Paid Holidays

12 month employees: 14 paid holidays

11 month employees: 11 paid holidays

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 % 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.

2027-2028: 3% Ongoing increase. \$3,000 one-time bonus effective 7/1/27. Increase health cap \$595 to \$12,350.

Board Approved: 10/14/26