

TWAIN HARTE SCHOOL DISTRICT
Classified Salary Schedule (CSEA Chapter #818, Contract Appendix A)
2025-2026

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	17.47	18.34	19.26	20.22	21.24	22.30	22.74	23.41	23.64	24.07	24.52
Shift Differential 5%	2-DIFF	18.34	19.26	20.22	21.24	22.30	23.41	23.88	24.58	24.81	25.28	25.74
Coordinator: Library, Attendance, Social Emotional Support, and Interv. Prog., Computer, - 11 months - 180 days	4	19.02	19.97	20.96	22.01	23.11	24.27	24.75	25.48	25.72	26.21	26.70
MONTHLY @ 4.5hrs/day*:	4	1720.73	1806.44	1895.88	1990.90	2090.59	2194.93	2238.72	2304.86	2326.29	2371.01	2414.80
MONTHLY @ 5hrs/day*:	4	1911.92	2007.16	2106.53	2212.12	2322.88	2438.81	2487.47	2560.96	2584.77	2634.46	2683.11
MONTHLY @ 6hrs/day*:	4	2294.31	2408.59	2527.84	2654.54	2787.45	2926.58	2984.96	3073.15	3101.72	3161.35	3219.73
Custodian, Office Assistant, Paraeducator - 11 months - 180 days	5	19.12	20.07	21.08	22.15	23.25	24.40	24.90	25.63	25.86	26.36	26.85
Shift Differential 5%	5-DIFF	20.07	21.08	22.15	23.25	24.40	25.63	26.14	26.90	27.15	27.68	28.19
MONTHLY @ 4hrs/day*:	5	1536.99	1614.01	1695.16	1780.46	1869.07	1961.82	2001.57	2060.36	2079.41	2119.16	2158.91
MONTHLY @ 4.5hrs/day*:	5	1729.11	1815.76	1907.06	2003.02	2102.70	2207.04	2251.76	2317.91	2339.34	2384.05	2428.77
MONTHLY @ 4.5hrs/day w/shift diff*:	5-DIFF	1815.76	1907.06	2003.02	2102.70	2207.04	2317.91	2364.49	2433.43	2455.79	2503.30	2549.88
MONTHLY @ 6hrs/day*:	5	2305.49	2421.01	2542.74	2670.69	2803.60	2942.72	3002.35	3090.54	3119.11	3178.74	3238.36
Cafeteria Cook - 11 months - 180 days	9	20.69	21.72	22.81	23.97	25.16	26.42	26.94	27.74	28.01	28.54	29.07
MONTHLY @ 7hrs/day*:	9	2911.46	3056.38	3210.00	3372.31	3540.42	3717.22	3791.13	3902.72	3940.40	4015.76	4089.67
Maintenance - 12 months - 236 days w/ 14 holidays, 10 vacation days	10	21.64	22.72	23.85	25.05	26.31	27.61	28.17	28.98	29.27	29.82	30.37
MONTHLY @ 8hrs/day*:	10	3750.99	3938.45	4134.83	4341.93	4559.74	4786.48	4882.89	5023.93	5073.92	5168.54	5183.95
Bus Driver - 11 months - 180 days	11	24.19	25.41	26.68	28.01	29.41	30.88	31.50	32.41	32.73	33.34	33.97
Shift Differential 5%	11-DIFF	25.41	26.68	28.01	29.44	30.88	32.41	33.07	34.03	34.37	35.01	35.67
MONTHLY @ 3.5hrs/day*:	11	1702.10	1787.60	1876.73	1970.20	2068.75	2172.37	2215.84	2280.33	2302.79	2345.55	2389.75
MONTHLY @ 3.5hrs/day w/shift diff*:	11-DIFF	1787.60	1876.73	1970.20	2070.92	2172.37	2280.33	2326.71	2394.09	2418.01	2462.93	2509.31
Cafeteria Coordinator - 11 months - 184 days	12	24.37	25.60	26.87	28.21	29.62	31.11	31.72	32.65	32.97	33.60	34.22
MONTHLY @ 8hrs/day*:	12	3996.65	4197.66	4407.12	4626.72	4858.14	5101.38	5202.74	5354.76	5407.13	5510.17	5611.52
School Office Manager K-8 Education - 11 months - 200 days	13	24.19	25.41	26.68	28.01	29.41	30.88	31.50	32.41	32.73	33.34	33.97
MONTHLY @ 8hrs/day*:	13	3888.75	4084.10	4287.72	4501.28	4726.43	4963.16	5062.49	5209.83	5261.15	5358.82	5459.81

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

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

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 to 7 hours. 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.

