

TWIN RIVER USD
CSEA Classifications

Job Title	Range
Account Clerk I	16
Account Clerk II	20
Account Clerk III	23
Accounting Technician	27
Administrative Assistant	34
Assessment & Accountability Technician	41
Attendance Accounting Specialist	41
Attendance and Behavior Assistant	39
Attendance Clerk	14
Bilingual District Liaison	15
Budget Technician	36
Bus Attendant	1
Bus Driver	19
Buyer	35
Catering Head Cook	13
Child Development Assistant I	4
Child Development Assistant II	7
Child Development Assistant III	9
Clerk I	6
Clerk II	9
Clerk III	12
Clerk III - Bilingual	15
Communications Assistant	26
Community Liaison	11
Community Liaison - Bilingual	13
Counseling Clerk I	11
Counseling Clerk II	14
Custodian	13
Data Entry Technician	19
Data Integrity Technician	22
Database Specialist	41
Database Technician	35
Digital Video Producer	39
Duty Assistant *	1
Elementary Program Intervention Assistant	6
Employment Services Worker - Bilingual	28
Enrollment and Overflow Specialist	26

TWIN RIVER USD
CSEA Classifications

Job Title	Range
Equipment Mechanic Assistant	15
Equipment Mechanic I	24
Equipment Mechanic II	31
Equipment Mechanic III	35
Financial Accountant	41
Financial Aid Technician	32
Fiscal Analyst	41
Guidance Resource Technician	32
Head Custodian I	21
Head Custodian II	27
Head Custodian III	29
Health Assistant	15
Human Resources Clerk	13
Human Resources Technician	30
Instructional Paraeducator	4
Instructional Paraeducator - Bilingual	7
Instructional Paraeducator - Early Childhood Education	8
Instructional Paraeducator - Head Start Early Childhood Ed.	HS 1
Instructional Paraeducator - Mild/Moderate	8
Instructional Paraeducator - Moderate/Severe	10
Instructional Paraeducator - Orthopedically Impaired	12
Instructional Paraeducator - Sign Language Translator	29
Instructional Paraeducator - Student Support Tutor	2
Instructional Testing & Materials Clerk	19
Lead Equipment Mechanic	40
Lead Graphic, Print and Mailroom Services	41
Lead Instructional Materials	41
Lead Maintenance - Carpenter	41
Lead Maintenance - Electrician	41
Lead Maintenance - Electronics	41
Lead Maintenance - Floors, Locksmith & Glazier	41
Lead Maintenance - Grounds/Heavy Equipment Operator	41
Lead Maintenance - HVAC	41
Lead Maintenance - Painter	41
Lead Maintenance - Plumber	41
Lead Maintenance - Roofer	41

TWIN RIVER USD
CSEA Classifications

Job Title	Range
Lead Maintenance - Welder	41
Lead User Support	41
Lead Warehouse Operations	29
Library and Technology Technician	22
Library Media Materials Technician	20
Library Media Technician I	13
Library Media Technician II	19
Licensed Vocational Nurse/Paraeducator	38
Mailroom Technician	17
Maintenance Parts Runner	26
Maintenance Worker I	29
Maintenance Worker II	33
Maintenance Worker III	38
Mandated Cost Analyst	36
Network Engineer	42
Network Systems Specialist	42
Nutrition Services Assistant I	1
Nutrition Services Assistant II	3
Nutrition Services Head Cook I	10
Nutrition Services Head Cook II	18
Nutrition Services Lead Assistant I	5
Nutrition Services Lead Assistant II	7
Nutrition Services Site Head Cook I	8
Nutrition Services Site Head Cook II	16
Occupational Therapist	43
Office Assistant	8
Payroll Clerk	21
Payroll/Benefits Technician I	30
Payroll/Benefits Technician II	33
Printing Technician	17
Program Specialist - Categorical/EL	43
Program Specialist - CTE	43
Project Analyst	37
Public Safety Officer	19
Purchasing Assistant	19
Receptionist	13

TWIN RIVER USD
CSEA Classifications

Job Title	Range
Receptionist - Bilingual	15
Registrar	21
Research Assistant	36
School Office Assistant I	13
School Office Assistant II	17
School Secretary I	22
School Secretary II	23
School Secretary III	29
Secretary I	26
Secretary II	29
Secretary III	32
Senior Network Engineer	44
Senior Server Engineer	44
Server Engineer	42
State Certified School Bus Driver Instructor	27
Storeroom Control Clerk	17
Student Services Intervention Assistant	34
Translator Technician	23
User Support & Cabling Technician	33
User Support Technician I	25
User Support Technician II	29
User Support Technician III	32
Warehouse Delivery Driver	21
Warehouse Receiver	24
Web Developer	32
Webmaster/Server Engineer	42
Workers Compensation Technician	30

* Duty Assistant position will be eliminated through attrition.

TWIN RIVER USD
CSEA Salary Schedule

Range	Classification	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Bus Attendant	182	\$10.24	\$10.75	\$11.29	\$11.85	\$12.44	\$13.06	\$13.71	\$14.40
	Duty Assistant *	182	10.24	10.75	11.29	11.85	12.44	13.06	13.71	14.40
	Nutrition Services Assistant I	183	10.24	10.75	11.29	11.85	12.44	13.06	13.71	14.40
2	Instructional Para - Student Support Tutor	182	10.43	10.95	11.50	12.07	12.67	13.30	13.97	14.67
3	Nutrition Services Assistant II	183	10.54	11.07	11.62	12.20	12.81	13.45	14.12	14.83
4	Child Development Assistant I	182	10.97	11.52	12.10	12.70	13.33	14.00	14.70	15.44
	Instructional Paraeducator	182	10.97	11.52	12.10	12.70	13.33	14.00	14.70	15.44
5	Nutrition Services Lead Assistant I	186	11.10	11.66	12.24	12.85	13.49	14.16	14.87	15.61
6	Clerk I	12 mo.	11.17	11.73	12.32	12.94	13.59	14.27	14.98	15.73
	Elementary Intervention Program Assistant	182	11.17	11.73	12.32	12.94	13.59	14.27	14.98	15.73
7	Child Development Assistant II	182	11.37	11.94	12.54	13.17	13.83	14.52	15.25	16.01
	Instructional Paraeducator - Bilingual	183	11.37	11.94	12.54	13.17	13.83	14.52	15.25	16.01
	Nutrition Services Lead Assistant II	186	11.37	11.94	12.54	13.17	13.83	14.52	15.25	16.01
8	Nutrition Services Site Head Cook I	189	11.69	12.27	12.88	13.52	14.20	14.91	15.66	16.44
	Instructional Paraeducator - Mild/Moderate	182	11.69	12.27	12.88	13.52	14.20	14.91	15.66	16.44
	Instructional Para - Early Childhood Education	182/ 12 mo	11.69	12.27	12.88	13.52	14.20	14.91	15.66	16.44
	Office Assistant	12 mo.	11.69	12.27	12.88	13.52	14.20	14.91	15.66	16.44
9	Child Development Assistant III	182	11.73	12.32	12.94	13.59	14.27	14.98	15.73	16.52
	Clerk II	12 mo.	11.73	12.32	12.94	13.59	14.27	14.98	15.73	16.52
10	Instructional Para - Moderate/Severe	182	12.00	12.60	13.23	13.89	14.58	15.31	16.08	16.88
	Nutrition Services Head Cook I	189/ 12 mo.	12.00	12.60	13.23	13.89	14.58	15.31	16.08	16.88
11	Community Liaison	182	12.10	12.70	13.33	14.00	14.70	15.44	16.21	17.02
	Counseling Clerk I	210	12.10	12.70	13.33	14.00	14.70	15.44	16.21	17.02
12	Instructional Para - Orthopedically Impaired	182	12.34	12.96	13.61	14.29	15.00	15.75	16.54	17.37
	Clerk III	12 mo.	12.34	12.96	13.61	14.29	15.00	15.75	16.54	17.37
13	Catering Head Cook	200	12.43	13.05	13.70	14.38	15.10	15.86	16.65	17.48
	Community Liaison - Bilingual	182	12.43	13.05	13.70	14.38	15.10	15.86	16.65	17.48
	Custodian	12 mo.	12.43	13.05	13.70	14.38	15.10	15.86	16.65	17.48
	Human Resources Clerk	12 mo.	12.43	13.05	13.70	14.38	15.10	15.86	16.65	17.48
	Library Media Technician I	182	12.43	13.05	13.70	14.38	15.10	15.86	16.65	17.48
	Receptionist	12 mo.	12.43	13.05	13.70	14.38	15.10	15.86	16.65	17.48
	School Office Assistant I	186	12.43	13.05	13.70	14.38	15.10	15.86	16.65	17.48

TWIN RIVER USD
CSEA Salary Schedule

Range	Classification	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
14	Attendance Clerk	210	12.68	13.31	13.98	14.68	15.41	16.18	16.99	17.84
	Counseling Clerk II	210	12.68	13.31	13.98	14.68	15.41	16.18	16.99	17.84
15	Bilingual District Liaison	12 mo.	13.01	13.66	14.34	15.06	15.81	16.60	17.43	18.30
	Clerk III - Bilingual	12 mo.	13.01	13.66	14.34	15.06	15.81	16.60	17.43	18.30
	Equipment Mechanic Assistant	12 mo.	13.01	13.66	14.34	15.06	15.81	16.60	17.43	18.30
	Health Assistant	182/ 191	13.01	13.66	14.34	15.06	15.81	16.60	17.43	18.30
	Receptionist - Bilingual	12 mo.	13.01	13.66	14.34	15.06	15.81	16.60	17.43	18.30
16	Account Clerk I	12 mo.	13.21	13.87	14.56	15.29	16.05	16.85	17.69	18.57
	Nutrition Services Site Head Cook II	189	13.21	13.87	14.56	15.29	16.05	16.85	17.69	18.57
17	Mailroom Technician	12 mo.	13.33	14.00	14.70	15.43	16.20	17.01	17.86	18.75
	Printing Technician	12 mo.	13.33	14.00	14.70	15.43	16.20	17.01	17.86	18.75
	School Office Assistant II	210/ 12 mo.	13.33	14.00	14.70	15.43	16.20	17.01	17.86	18.75
	Storeroom Control Clerk	210	13.33	14.00	14.70	15.43	16.20	17.01	17.86	18.75
18	Nutrition Services Head Cook II	189	13.62	14.30	15.01	15.76	16.55	17.38	18.25	19.16
19	Bus Driver	185/ 12 mo.	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28
	Data Entry Technician	210/ 12 mo.	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28
	Instructional Testing & Materials Clerk	12 mo.	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28
	Library Media Technician II	200	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28
	Public Safety Officer	182	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28
	Purchasing Assistant	12 mo.	13.70	14.39	15.11	15.87	16.66	17.49	18.36	19.28
20	Account Clerk II	210/ 12 mo.	13.90	14.59	15.32	16.09	16.89	17.73	18.62	19.55
	Library Media Materials Technician	210	13.90	14.59	15.32	16.09	16.89	17.73	18.62	19.55
21	Head Custodian I	12 mo.	14.11	14.82	15.56	16.34	17.16	18.02	18.92	19.87
	Payroll Clerk	12 mo.	14.11	14.82	15.56	16.34	17.16	18.02	18.92	19.87
	Registrar	210	14.11	14.82	15.56	16.34	17.16	18.02	18.92	19.87
	Warehouse Delivery Driver	12 mo.	14.11	14.82	15.56	16.34	17.16	18.02	18.92	19.87
22	Data Integrity Technician	12 mo.	14.38	15.10	15.85	16.64	17.47	18.34	19.26	20.22
	Library and Technology Technician	200	14.38	15.10	15.85	16.64	17.47	18.34	19.26	20.22
	School Secretary I	200	14.38	15.10	15.85	16.64	17.47	18.34	19.26	20.22
23	Account Clerk III	12 mo.	14.62	15.35	16.12	16.93	17.78	18.67	19.60	20.58
	School Secretary II	210	14.62	15.35	16.12	16.93	17.78	18.67	19.60	20.58
	Translator Technician	210	14.62	15.35	16.12	16.93	17.78	18.67	19.60	20.58

TWIN RIVER USD
CSEA Salary Schedule

Range	Classification	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
24	Equipment Mechanic I	12 mo.	14.82	15.56	16.34	17.16	18.02	18.92	19.87	20.86
	Warehouse Receiver	12 mo.	14.82	15.56	16.34	17.16	18.02	18.92	19.87	20.86
25	User Support Technician I	12 mo.	15.04	15.79	16.58	17.41	18.28	19.19	20.15	21.16
26	Communications Assistant	12 mo.	15.10	15.85	16.64	17.47	18.34	19.26	20.22	21.23
	Enrollment and Overflow Specialist	12 mo.	15.10	15.85	16.64	17.47	18.34	19.26	20.22	21.23
	Maintenance Parts Runner	12 mo.	15.10	15.85	16.64	17.47	18.34	19.26	20.22	21.23
	Secretary I	12 mo.	15.10	15.85	16.64	17.47	18.34	19.26	20.22	21.23
27	Accounting Technician	12 mo.	15.15	15.91	16.71	17.55	18.43	19.35	20.32	21.34
	Head Custodian II	12 mo.	15.15	15.91	16.71	17.55	18.43	19.35	20.32	21.34
	State Certified School Bus Driver Instructor	12 mo.	15.15	15.91	16.71	17.55	18.43	19.35	20.32	21.34
28	Employment Services Worker - Bilingual	210	15.58	16.36	17.18	18.04	18.94	19.89	20.88	21.92
29	Head Custodian III	12 mo.	15.85	16.64	17.47	18.34	19.26	20.22	21.23	22.29
	Instructional Para. - Sign Language Translator	182	15.85	16.64	17.47	18.34	19.26	20.22	21.23	22.29
	Lead Warehouse Operations	12 mo.	15.85	16.64	17.47	18.34	19.26	20.22	21.23	22.29
	Maintenance Worker I	12 mo.	15.85	16.64	17.47	18.34	19.26	20.22	21.23	22.29
	School Secretary III	210/ 12 mo.	15.85	16.64	17.47	18.34	19.26	20.22	21.23	22.29
	Secretary II	12 mo.	15.85	16.64	17.47	18.34	19.26	20.22	21.23	22.29
	User Support Technician II	12 mo.	15.85	16.64	17.47	18.34	19.26	20.22	21.23	22.29
30	Human Resources Technician	12 mo.	16.06	16.86	17.70	18.59	19.52	20.50	21.53	22.61
	Payroll/Benefits Technician I	12 mo.	16.06	16.86	17.70	18.59	19.52	20.50	21.53	22.61
	Workers Compensation Technician	12 mo.	16.06	16.86	17.70	18.59	19.52	20.50	21.53	22.61
31	Equipment Mechanic II	12 mo.	16.24	17.05	17.90	18.79	19.73	20.72	21.76	22.85
32	Financial Aid Technician	12 mo.	16.67	17.50	18.38	19.30	20.26	21.27	22.33	23.45
	Guidance Resource Technician	210	16.67	17.50	18.38	19.30	20.26	21.27	22.33	23.45
	Secretary III	12 mo.	16.67	17.50	18.38	19.30	20.26	21.27	22.33	23.45
	User Support Technician III	12 mo.	16.67	17.50	18.38	19.30	20.26	21.27	22.33	23.45
	Web Developer	12 mo.	16.67	17.50	18.38	19.30	20.26	21.27	22.33	23.45
33	Maintenance Worker II	12 mo.	17.36	18.23	19.14	20.10	21.11	22.17	23.28	24.44
	Payroll/Benefits Technician II	12 mo.	17.36	18.23	19.14	20.10	21.11	22.17	23.28	24.44
	User Support & Cabling Technician	12 mo.	17.36	18.23	19.14	20.10	21.11	22.17	23.28	24.44
34	Administrative Assistant	12 mo.	17.50	18.38	19.30	20.26	21.27	22.33	23.45	24.62
	Student Services Intervention Assistant	186	17.50	18.38	19.30	20.26	21.27	22.33	23.45	24.62

TWIN RIVER USD
CSEA Salary Schedule

Range	Classification	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
35	Buyer	12 mo.	17.92	18.82	19.76	20.75	21.79	22.88	24.02	25.22
	Data Base Technician	210	17.92	18.82	19.76	20.75	21.79	22.88	24.02	25.22
	Equipment Mechanic III	12 mo.	17.92	18.82	19.76	20.75	21.79	22.88	24.02	25.22
36	Budget Technician	12 mo.	18.04	18.94	19.89	20.88	21.92	23.02	24.17	25.38
	Mandated Cost Analyst	12 mo.	18.04	18.94	19.89	20.88	21.92	23.02	24.17	25.38
	Research Assistant	12 mo.	18.04	18.94	19.89	20.88	21.92	23.02	24.17	25.38
37	Project Analyst	12 mo.	18.37	19.29	20.25	21.26	22.32	23.44	24.61	25.84
38	Licensed Vocational Nurse/Paraeducator	182	18.92	19.87	20.86	21.90	22.99	24.14	25.35	26.62
	Maintenance Worker III	12 mo.	18.92	19.87	20.86	21.90	22.99	24.14	25.35	26.62
39	Attendance and Behavior Assistant	182	19.19	20.15	21.16	22.22	23.33	24.50	25.73	27.02
	Digital Video Producer	12 mo.	19.19	20.15	21.16	22.22	23.33	24.50	25.73	27.02
40	Lead Equipment Mechanic	12 mo.	20.20	21.21	22.27	23.38	24.55	25.78	27.07	28.42
41	Assessment and Accountability Technician	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Attendance Accounting Specialist	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Database Specialist	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Financial Accountant	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Fiscal Analyst	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Graphic, Print and Mailroom Services	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Instructional Materials	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Floors, Locksmith & Glazier	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Carpenter	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Electrician	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Electronics	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Grounds/HEO	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-HVAC	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Painter	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Plumber	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Roofer	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead Maintenance-Welder	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
	Lead User Support	12 mo.	21.31	22.38	23.50	24.67	25.90	27.19	28.55	29.98
42	Network Engineer	12 mo.	24.01	25.21	26.47	27.79	29.18	30.64	32.17	33.78
	Network Systems Specialist	12 mo.	24.01	25.21	26.47	27.79	29.18	30.64	32.17	33.78
	Server Engineer	12 mo.	24.01	25.21	26.47	27.79	29.18	30.64	32.17	33.78
	Webmaster/Server Engineer	12 mo.	24.01	25.21	26.47	27.79	29.18	30.64	32.17	33.78

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CSEA Salary Schedule

Range	Classification	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
43	Occupational Therapist	182	25.84	27.13	28.49	29.91	31.41	32.98	34.63	36.36
	Program Specialist - CTE	210	25.84	27.13	28.49	29.91	31.41	32.98	34.63	36.36
	Program Specialist - Cat/EL	12 mo.	25.84	27.13	28.49	29.91	31.41	32.98	34.63	36.36
44	Senior Network Engineer	12 mo.	27.13	28.49	29.91	31.41	32.98	34.63	36.36	38.18
	Senior Server Engineer	12 mo.	27.13	28.49	29.91	31.41	32.98	34.63	36.36	38.18

* Duty Assistant position will be eliminated through attrition.

Note: Employees in on this salary schedule who are receive Head Start funding will receive Head Start federally mandated COLAs.

TWIN RIVER USD
CSEA Salary Schedule

HEAD START HOURLY SALARY SCHEDULE

Range	Classification	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	Instructional Paraeducator - Headstart Early Childhood Education	182	\$12.05	\$12.65	\$13.28	\$13.94	\$14.64	\$15.37	\$16.14	\$16.95

Note: Head Start Federally mandated COLA's apply only to the Head Start Hourly Salary Schedule