

**TWIN RIVER USD**  
CSEA Classifications

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

**TWIN RIVER USD**  
CSEA Classifications

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

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

**TWIN RIVER USD**  
CSEA Classifications

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

\* 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**  
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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



**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
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