

MASTER SALARY SCHEDULE
CLASSIFIED EMPLOYEES (Monthly)
2025 - 2026 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
1	2,910.27	3,055.87	3,208.40	3,371.33	3,542.93	3,721.47	3,910.40
2	2,981.33	3,130.40	3,291.60	3,456.27	3,633.07	3,816.80	4,009.20
3	3,055.87	3,208.40	3,373.07	3,542.93	3,721.47	3,910.40	4,108.00
4	3,130.40	3,289.87	3,456.27	3,633.07	3,815.07	4,009.20	4,212.00
5	3,208.40	3,373.07	3,542.93	3,721.47	3,910.40	4,108.00	4,317.73
6	3,289.87	3,456.27	3,633.07	3,815.07	4,009.20	4,212.00	4,425.20
7	3,373.07	3,542.93	3,721.47	3,910.40	4,108.00	4,317.73	4,534.40
8	3,456.27	3,633.07	3,815.07	4,009.20	4,212.00	4,425.20	4,648.80
9	3,542.93	3,721.47	3,910.40	4,108.00	4,317.73	4,534.40	4,764.93
10	3,633.07	3,815.07	4,009.20	4,212.00	4,425.20	4,648.80	4,884.53
11	3,721.47	3,910.40	4,108.00	4,317.73	4,534.40	4,764.93	5,007.60
12	3,815.07	4,009.20	4,212.00	4,425.20	4,648.80	4,884.53	5,130.67
13	3,910.40	4,108.00	4,317.73	4,534.40	4,764.93	5,007.60	5,260.67
14	4,009.20	4,212.00	4,425.20	4,648.80	4,884.53	5,130.67	5,390.67
15	4,108.00	4,317.73	4,534.40	4,764.93	5,007.60	5,260.67	5,527.60
16	4,212.00	4,425.20	4,648.80	4,884.53	5,130.67	5,390.67	5,664.53
17	4,317.73	4,534.40	4,764.93	5,007.60	5,260.67	5,527.60	5,806.67
18	4,425.20	4,648.80	4,884.53	5,130.67	5,390.67	5,664.53	5,950.53
19	4,534.40	4,764.93	5,007.60	5,260.67	5,527.60	5,806.67	6,099.60
20	4,648.80	4,884.53	5,130.67	5,390.67	5,664.53	5,950.53	6,252.13
21	4,764.93	5,007.60	5,260.67	5,527.60	5,806.67	6,099.60	6,409.87
22	4,884.53	5,130.67	5,390.67	5,664.53	5,950.53	6,252.13	6,569.33
23	5,007.60	5,260.67	5,527.60	5,806.67	6,099.60	6,409.87	6,732.27
24	5,130.67	5,390.67	5,664.53	5,950.53	6,252.13	6,569.33	6,902.13
25	5,260.67	5,527.60	5,806.67	6,099.60	6,409.87	6,732.27	7,075.47
26	5,390.67	5,664.53	5,950.53	6,252.13	6,569.33	6,902.13	7,250.53
27	5,527.60	5,806.67	6,099.60	6,409.87	6,732.27	7,075.47	7,432.53
28	5,664.53	5,950.53	6,252.13	6,569.33	6,902.13	7,250.53	7,618.00
29	5,806.67	6,099.60	6,409.87	6,732.27	7,075.47	7,432.53	7,806.93
30	5,950.53	6,252.13	6,569.33	6,902.13	7,250.53	7,618.00	8,004.53
31	6,099.60	6,409.87	6,732.27	7,075.47	7,432.53	7,806.93	8,203.87
32	6,252.13	6,569.33	6,902.13	7,250.53	7,618.00	8,004.53	8,410.13
33	6,409.87	6,732.27	7,075.47	7,432.53	7,806.93	8,203.87	8,619.87
34	6,569.33	6,902.13	7,250.53	7,618.00	8,004.53	8,410.13	8,834.80
35	6,732.27	7,075.47	7,432.53	7,806.93	8,203.87	8,619.87	9,054.93
36	6,902.13	7,250.53	7,618.00	8,004.53	8,410.13	8,834.80	9,282.00
37	7,075.47	7,432.53	7,806.93	8,203.87	8,619.87	9,054.93	9,514.27
38	7,250.53	7,618.00	8,004.53	8,410.13	8,834.80	9,282.00	9,751.73
39	7,432.53	7,806.93	8,203.87	8,619.87	9,054.93	9,514.27	9,994.40
40	7,618.00	8,004.53	8,410.13	8,834.80	9,282.00	9,751.73	10,245.73
41	7,806.93	8,203.87	8,619.87	9,054.93	9,514.27	9,994.40	10,502.27
42	8,004.53	8,410.13	8,834.80	9,282.00	9,751.73	10,245.73	10,764.00
43	8,203.87	8,619.87	9,054.93	9,514.27	9,994.40	10,502.27	11,032.67
44	8,410.13	8,834.80	9,282.00	9,751.73	10,245.73	10,764.00	11,310.00
45	8,619.87	9,054.93	9,514.27	9,994.40	10,502.27	11,032.67	11,590.80
46	8,834.80	9,282.00	9,751.73	10,245.73	10,764.00	11,310.00	11,880.27
47	9,054.93	9,514.27	9,994.40	10,502.27	11,032.67	11,590.80	12,178.40
48	9,282.00	9,751.73	10,245.73	10,764.00	11,310.00	11,880.27	12,481.73
49	9,514.27	9,994.40	10,502.27	11,032.67	11,590.80	12,178.40	12,797.20
50	9,751.73	10,245.73	10,764.00	11,310.00	11,880.27	12,481.73	13,114.40
51	9,994.40	10,502.27	11,032.67	11,590.80	12,178.40	12,797.20	13,442.00
52	10,245.73	10,764.00	11,310.00	11,880.27	12,481.73	13,114.40	13,780.00
53	10,502.27	11,032.67	11,590.80	12,178.40	12,797.20	13,442.00	14,123.20

*An increment per month will be allowed after completion of years of service as follows (Effective 7/1/24):

10 years	\$134	25 years	\$794
15 years	\$354	30 years	\$1,014
20 years	\$574	35 years	\$1,148

*Effective 7/1/24, a shift differential of \$200.00 per month will be added for each unit employee who works 50% or more of their shift between 4:00 p.m. and 6:00 a.m.

*Vacation: Pursuant to Article 13 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Holidays: Pursuant to Article 12 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Sick Leave: Pursuant to Article 14 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Overtime: Pursuant to Article 6 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

MASTER SALARY SCHEDULE
11 MONTH CLASSIFIED EMPLOYEES (Monthly)
2025 - 2026 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
1	2,697.59	2,832.55	2,973.94	3,124.97	3,284.03	3,449.51	3,624.64
2	2,763.47	2,901.64	3,051.06	3,203.69	3,367.57	3,537.88	3,716.22
3	2,832.55	2,973.94	3,126.57	3,284.03	3,449.51	3,624.64	3,807.80
4	2,901.64	3,049.45	3,203.69	3,367.57	3,536.27	3,716.22	3,904.20
5	2,973.94	3,126.57	3,284.03	3,449.51	3,624.64	3,807.80	4,002.21
6	3,049.45	3,203.69	3,367.57	3,536.27	3,716.22	3,904.20	4,101.82
7	3,126.57	3,284.03	3,449.51	3,624.64	3,807.80	4,002.21	4,203.04
8	3,203.69	3,367.57	3,536.27	3,716.22	3,904.20	4,101.82	4,309.08
9	3,284.03	3,449.51	3,624.64	3,807.80	4,002.21	4,203.04	4,416.73
10	3,367.57	3,536.27	3,716.22	3,904.20	4,101.82	4,309.08	4,527.59
11	3,449.51	3,624.64	3,807.80	4,002.21	4,203.04	4,416.73	4,641.66
12	3,536.27	3,716.22	3,904.20	4,101.82	4,309.08	4,527.59	4,755.73
13	3,624.64	3,807.80	4,002.21	4,203.04	4,416.73	4,641.66	4,876.23
14	3,716.22	3,904.20	4,101.82	4,309.08	4,527.59	4,755.73	4,996.73
15	3,807.80	4,002.21	4,203.04	4,416.73	4,641.66	4,876.23	5,123.66
16	3,904.20	4,101.82	4,309.08	4,527.59	4,755.73	4,996.73	5,250.59
17	4,002.21	4,203.04	4,416.73	4,641.66	4,876.23	5,123.66	5,382.33
18	4,101.82	4,309.08	4,527.59	4,755.73	4,996.73	5,250.59	5,515.69
19	4,203.04	4,416.73	4,641.66	4,876.23	5,123.66	5,382.33	5,653.86
20	4,309.08	4,527.59	4,755.73	4,996.73	5,250.59	5,515.69	5,795.25
21	4,416.73	4,641.66	4,876.23	5,123.66	5,382.33	5,653.86	5,941.45
22	4,527.59	4,755.73	4,996.73	5,250.59	5,515.69	5,795.25	6,089.27
23	4,641.66	4,876.23	5,123.66	5,382.33	5,653.86	5,941.45	6,240.29
24	4,755.73	4,996.73	5,250.59	5,515.69	5,795.25	6,089.27	6,397.75
25	4,876.23	5,123.66	5,382.33	5,653.86	5,941.45	6,240.29	6,558.41
26	4,996.73	5,250.59	5,515.69	5,795.25	6,089.27	6,397.75	6,720.69
27	5,123.66	5,382.33	5,653.86	5,941.45	6,240.29	6,558.41	6,889.39
28	5,250.59	5,515.69	5,795.25	6,089.27	6,397.75	6,720.69	7,061.30
29	5,382.33	5,653.86	5,941.45	6,240.29	6,558.41	6,889.39	7,236.43
30	5,515.69	5,795.25	6,089.27	6,397.75	6,720.69	7,061.30	7,419.59
31	5,653.86	5,941.45	6,240.29	6,558.41	6,889.39	7,236.43	7,604.35
32	5,795.25	6,089.27	6,397.75	6,720.69	7,061.30	7,419.59	7,795.55
33	5,941.45	6,240.29	6,558.41	6,889.39	7,236.43	7,604.35	7,989.95
34	6,089.27	6,397.75	6,720.69	7,061.30	7,419.59	7,795.55	8,189.18
35	6,240.29	6,558.41	6,889.39	7,236.43	7,604.35	7,989.95	8,393.23
36	6,397.75	6,720.69	7,061.30	7,419.59	7,795.55	8,189.18	8,603.70
37	6,558.41	6,889.39	7,236.43	7,604.35	7,989.95	8,393.23	8,818.99
38	6,720.69	7,061.30	7,419.59	7,795.55	8,189.18	8,603.70	9,039.11
39	6,889.39	7,236.43	7,604.35	7,989.95	8,393.23	8,818.99	9,264.04
40	7,061.30	7,419.59	7,795.55	8,189.18	8,603.70	9,039.11	9,497.01
41	7,236.43	7,604.35	7,989.95	8,393.23	8,818.99	9,264.04	9,734.79
42	7,419.59	7,795.55	8,189.18	8,603.70	9,039.11	9,497.01	9,977.40
43	7,604.35	7,989.95	8,393.23	8,818.99	9,264.04	9,734.79	10,226.43
44	7,795.55	8,189.18	8,603.70	9,039.11	9,497.01	9,977.40	10,483.50
45	7,989.95	8,393.23	8,818.99	9,264.04	9,734.79	10,226.43	10,743.78
46	8,189.18	8,603.70	9,039.11	9,497.01	9,977.40	10,483.50	11,012.09
47	8,393.23	8,818.99	9,264.04	9,734.79	10,226.43	10,743.78	11,288.44
48	8,603.70	9,039.11	9,497.01	9,977.40	10,483.50	11,012.09	11,569.61
49	8,818.99	9,264.04	9,734.79	10,226.43	10,743.78	11,288.44	11,862.02
50	9,039.11	9,497.01	9,977.40	10,483.50	11,012.09	11,569.61	12,156.04
51	9,264.04	9,734.79	10,226.43	10,743.78	11,288.44	11,862.02	12,459.70
52	9,497.01	9,977.40	10,483.50	11,012.09	11,569.61	12,156.04	12,773.00
53	9,734.79	10,226.43	10,743.78	11,288.44	11,862.02	12,459.70	13,091.12

*An increment per month will be allowed after completion of years of service as follows (Effective 7/1/24):

10 years	\$134	25 years	\$794
15 years	\$354	30 years	\$1,014
20 years	\$574	35 years	\$1,148

*Effective 7/1/24, a shift differential of \$200.00 per month will be added for each unit employee who works 50% or more of their shift between 4:00 p.m. and 6:00 a.m.

*Vacation: Pursuant to Article 13 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Holidays: Pursuant to Article 12 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Sick Leave: Pursuant to Article 14 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Overtime: Pursuant to Article 6 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

MASTER SALARY SCHEDULE
10 MONTH CLASSIFIED EMPLOYEES (Monthly)
2025 - 2026 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
1	2,451.34	2,573.98	2,702.46	2,839.70	2,984.24	3,134.62	3,293.76
2	2,511.20	2,636.76	2,772.54	2,911.24	3,060.16	3,214.92	3,376.98
3	2,573.98	2,702.46	2,841.16	2,984.24	3,134.62	3,293.76	3,460.20
4	2,636.76	2,771.08	2,911.24	3,060.16	3,213.46	3,376.98	3,547.80
5	2,702.46	2,841.16	2,984.24	3,134.62	3,293.76	3,460.20	3,636.86
6	2,771.08	2,911.24	3,060.16	3,213.46	3,376.98	3,547.80	3,727.38
7	2,841.16	2,984.24	3,134.62	3,293.76	3,460.20	3,636.86	3,819.36
8	2,911.24	3,060.16	3,213.46	3,376.98	3,547.80	3,727.38	3,915.72
9	2,984.24	3,134.62	3,293.76	3,460.20	3,636.86	3,819.36	4,013.54
10	3,060.16	3,213.46	3,376.98	3,547.80	3,727.38	3,915.72	4,114.28
11	3,134.62	3,293.76	3,460.20	3,636.86	3,819.36	4,013.54	4,217.94
12	3,213.46	3,376.98	3,547.80	3,727.38	3,915.72	4,114.28	4,321.60
13	3,293.76	3,460.20	3,636.86	3,819.36	4,013.54	4,217.94	4,431.10
14	3,376.98	3,547.80	3,727.38	3,915.72	4,114.28	4,321.60	4,540.60
15	3,460.20	3,636.86	3,819.36	4,013.54	4,217.94	4,431.10	4,655.94
16	3,547.80	3,727.38	3,915.72	4,114.28	4,321.60	4,540.60	4,771.28
17	3,636.86	3,819.36	4,013.54	4,217.94	4,431.10	4,655.94	4,891.00
18	3,727.38	3,915.72	4,114.28	4,321.60	4,540.60	4,771.28	5,012.18
19	3,819.36	4,013.54	4,217.94	4,431.10	4,655.94	4,891.00	5,137.74
20	3,915.72	4,114.28	4,321.60	4,540.60	4,771.28	5,012.18	5,266.22
21	4,013.54	4,217.94	4,431.10	4,655.94	4,891.00	5,137.74	5,399.08
22	4,114.28	4,321.60	4,540.60	4,771.28	5,012.18	5,266.22	5,533.40
23	4,217.94	4,431.10	4,655.94	4,891.00	5,137.74	5,399.08	5,670.64
24	4,321.60	4,540.60	4,771.28	5,012.18	5,266.22	5,533.40	5,813.72
25	4,431.10	4,655.94	4,891.00	5,137.74	5,399.08	5,670.64	5,959.72
26	4,540.60	4,771.28	5,012.18	5,266.22	5,533.40	5,813.72	6,107.18
27	4,655.94	4,891.00	5,137.74	5,399.08	5,670.64	5,959.72	6,260.48
28	4,771.28	5,012.18	5,266.22	5,533.40	5,813.72	6,107.18	6,416.70
29	4,891.00	5,137.74	5,399.08	5,670.64	5,959.72	6,260.48	6,575.84
30	5,012.18	5,266.22	5,533.40	5,813.72	6,107.18	6,416.70	6,742.28
31	5,137.74	5,399.08	5,670.64	5,959.72	6,260.48	6,575.84	6,910.18
32	5,266.22	5,533.40	5,813.72	6,107.18	6,416.70	6,742.28	7,083.92
33	5,399.08	5,670.64	5,959.72	6,260.48	6,575.84	6,910.18	7,260.58
34	5,533.40	5,813.72	6,107.18	6,416.70	6,742.28	7,083.92	7,441.62
35	5,670.64	5,959.72	6,260.48	6,575.84	6,910.18	7,260.58	7,627.04
36	5,813.72	6,107.18	6,416.70	6,742.28	7,083.92	7,441.62	7,818.30
37	5,959.72	6,260.48	6,575.84	6,910.18	7,260.58	7,627.04	8,013.94
38	6,107.18	6,416.70	6,742.28	7,083.92	7,441.62	7,818.30	8,213.96
39	6,260.48	6,575.84	6,910.18	7,260.58	7,627.04	8,013.94	8,418.36
40	6,416.70	6,742.28	7,083.92	7,441.62	7,818.30	8,213.96	8,630.06
41	6,575.84	6,910.18	7,260.58	7,627.04	8,013.94	8,418.36	8,846.14
42	6,742.28	7,083.92	7,441.62	7,818.30	8,213.96	8,630.06	9,066.60
43	6,910.18	7,260.58	7,627.04	8,013.94	8,418.36	8,846.14	9,292.90
44	7,083.92	7,441.62	7,818.30	8,213.96	8,630.06	9,066.60	9,526.50
45	7,260.58	7,627.04	8,013.94	8,418.36	8,846.14	9,292.90	9,763.02
46	7,441.62	7,818.30	8,213.96	8,630.06	9,066.60	9,526.50	10,006.84
47	7,627.04	8,013.94	8,418.36	8,846.14	9,292.90	9,763.02	10,257.96
48	7,818.30	8,213.96	8,630.06	9,066.60	9,526.50	10,006.84	10,513.46
49	8,013.94	8,418.36	8,846.14	9,292.90	9,763.02	10,257.96	10,779.18
50	8,213.96	8,630.06	9,066.60	9,526.50	10,006.84	10,513.46	11,046.36
51	8,418.36	8,846.14	9,292.90	9,763.02	10,257.96	10,779.18	11,322.30
52	8,630.06	9,066.60	9,526.50	10,006.84	10,513.46	11,046.36	11,607.00
53	8,846.14	9,292.90	9,763.02	10,257.96	10,779.18	11,322.30	11,896.08

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*Vacation: Pursuant to Article 13 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Holidays: Pursuant to Article 12 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Sick Leave: Pursuant to Article 14 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.

*Overtime: Pursuant to Article 6 of the Agreement between the Hawthorne School District and the Hawthorne Federation of Classified Employees.