

MASTER SALARY SCHEDULE
CONFIDENTIAL AND MANAGEMENT CLASSIFIED EMPLOYEES (Monthly) Hawthorne School District
2025 - 2026 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
A	2,910.27	3,055.87	3,208.40	3,371.33	3,542.93	3,721.47	3,910.40
B	2,981.33	3,130.40	3,291.60	3,456.27	3,633.07	3,816.80	4,009.20
C	3,055.87	3,208.40	3,373.07	3,542.93	3,721.47	3,910.40	4,108.00
D	3,130.40	3,289.87	3,456.27	3,633.07	3,815.07	4,009.20	4,212.00
E	3,208.40	3,373.07	3,542.93	3,721.47	3,910.40	4,108.00	4,317.73
F	3,289.87	3,456.27	3,633.07	3,815.07	4,009.20	4,212.00	4,425.20
G	3,373.07	3,542.93	3,721.47	3,910.40	4,108.00	4,317.73	4,534.40
H	3,456.27	3,633.07	3,815.07	4,009.20	4,212.00	4,425.20	4,648.80
I	3,542.93	3,721.47	3,910.40	4,108.00	4,317.73	4,534.40	4,764.93
J	3,633.07	3,815.07	4,009.20	4,212.00	4,425.20	4,648.80	4,884.53
K	3,721.47	3,910.40	4,108.00	4,317.73	4,534.40	4,764.93	5,007.60
L	3,815.07	4,009.20	4,212.00	4,425.20	4,648.80	4,884.53	5,130.67
M	3,910.40	4,108.00	4,317.73	4,534.40	4,764.93	5,007.60	5,260.67
N	4,009.20	4,212.00	4,425.20	4,648.80	4,884.53	5,130.67	5,390.67
O	4,108.00	4,317.73	4,534.40	4,764.93	5,007.60	5,260.67	5,527.60
P	4,212.00	4,425.20	4,648.80	4,884.53	5,130.67	5,390.67	5,664.53
Q	4,317.73	4,534.40	4,764.93	5,007.60	5,260.67	5,527.60	5,806.67
R	4,425.20	4,648.80	4,884.53	5,130.67	5,390.67	5,664.53	5,950.53
S	4,534.40	4,764.93	5,007.60	5,260.67	5,527.60	5,806.67	6,099.60
T	4,648.80	4,884.53	5,130.67	5,390.67	5,664.53	5,950.53	6,252.13
U	4,764.93	5,007.60	5,260.67	5,527.60	5,806.67	6,099.60	6,409.87
V	4,884.53	5,130.67	5,390.67	5,664.53	5,950.53	6,252.13	6,569.33
W	5,007.60	5,260.67	5,527.60	5,806.67	6,099.60	6,409.87	6,732.27
X	5,130.67	5,390.67	5,664.53	5,950.53	6,252.13	6,569.33	6,902.13
Y	5,260.67	5,527.60	5,806.67	6,099.60	6,409.87	6,732.27	7,075.47
Z	5,390.67	5,664.53	5,950.53	6,252.13	6,569.33	6,902.13	7,250.53
AA	5,527.60	5,806.67	6,099.60	6,409.87	6,732.27	7,075.47	7,432.53
AB	5,664.53	5,950.53	6,252.13	6,569.33	6,902.13	7,250.53	7,618.00
AC	5,806.67	6,099.60	6,409.87	6,732.27	7,075.47	7,432.53	7,806.93
AD	5,950.53	6,252.13	6,569.33	6,902.13	7,250.53	7,618.00	8,004.53
AE	6,099.60	6,409.87	6,732.27	7,075.47	7,432.53	7,806.93	8,203.87
AF	6,252.13	6,569.33	6,902.13	7,250.53	7,618.00	8,004.53	8,410.13
AG	6,409.87	6,732.27	7,075.47	7,432.53	7,806.93	8,203.87	8,619.87
AH	6,569.33	6,902.13	7,250.53	7,618.00	8,004.53	8,410.13	8,834.80
AI	6,732.27	7,075.47	7,432.53	7,806.93	8,203.87	8,619.87	9,054.93
AJ	6,902.13	7,250.53	7,618.00	8,004.53	8,410.13	8,834.80	9,282.00
AK	7,075.47	7,432.53	7,806.93	8,203.87	8,619.87	9,054.93	9,514.27
AL	7,250.53	7,618.00	8,004.53	8,410.13	8,834.80	9,282.00	9,751.73
AM	7,432.53	7,806.93	8,203.87	8,619.87	9,054.93	9,514.27	9,994.40
AN	7,618.00	8,004.53	8,410.13	8,834.80	9,282.00	9,751.73	10,245.73
AO	7,806.93	8,203.87	8,619.87	9,054.93	9,514.27	9,994.40	10,502.27
AP	8,004.53	8,410.13	8,834.80	9,282.00	9,751.73	10,245.73	10,764.00
AQ	8,203.87	8,619.87	9,054.93	9,514.27	9,994.40	10,502.27	11,032.67
AR	8,410.13	8,834.80	9,282.00	9,751.73	10,245.73	10,764.00	11,310.00
AS	8,619.87	9,054.93	9,514.27	9,994.40	10,502.27	11,032.67	11,590.80
AT	8,834.80	9,282.00	9,751.73	10,245.73	10,764.00	11,310.00	11,880.27
AU	9,054.93	9,514.27	9,994.40	10,502.27	11,032.67	11,590.80	12,178.40
AV	9,282.00	9,751.73	10,245.73	10,764.00	11,310.00	11,880.27	12,481.73
AW	9,514.27	9,994.40	10,502.27	11,032.67	11,590.80	12,178.40	12,797.20
AX	9,751.73	10,245.73	10,764.00	11,310.00	11,880.27	12,481.73	13,114.40
AY	9,994.40	10,502.27	11,032.67	11,590.80	12,178.40	12,797.20	13,442.00
AZ	10,245.73	10,764.00	11,310.00	11,880.27	12,481.73	13,114.40	13,780.00
BA	10,502.27	11,032.67	11,590.80	12,178.40	12,797.20	13,442.00	14,123.20
BB	10,764.00	11,310.00	11,880.27	12,481.73	13,114.40	13,780.00	14,476.80
BC	11,032.67	11,590.80	12,178.40	12,797.20	13,442.00	14,123.20	14,839.07
BD	11,310.00	11,880.27	12,481.73	13,114.40	13,780.00	14,476.80	15,210.00
BE	11,590.80	12,178.40	12,797.20	13,442.00	14,123.20	14,839.07	15,589.60

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

*Holidays: The Hawthorne School District "Holiday for Classified Employees" schedule shall apply to all Confidential employees.

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

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

*Employees on this salary schedule are not represented by the Hawthorne Federation of Classified Employees.

MASTER SALARY SCHEDULE
10 MONTH CONFIDENTIAL AND MANAGEMENT CLASSIFIED EMPLOYEES
2025 - 2026 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
A	2,451.34	2,573.98	2,702.46	2,839.70	2,984.24	3,134.62	3,293.76
B	2,511.20	2,636.76	2,772.54	2,911.24	3,060.16	3,214.92	3,376.98
C	2,573.98	2,702.46	2,841.16	2,984.24	3,134.62	3,293.76	3,460.20
D	2,636.76	2,771.08	2,911.24	3,060.16	3,213.46	3,376.98	3,547.80
E	2,702.46	2,841.16	2,984.24	3,134.62	3,293.76	3,460.20	3,636.86
F	2,771.08	2,911.24	3,060.16	3,213.46	3,376.98	3,547.80	3,727.38
G	2,841.16	2,984.24	3,134.62	3,293.76	3,460.20	3,636.86	3,819.36
H	2,911.24	3,060.16	3,213.46	3,376.98	3,547.80	3,727.38	3,915.72
I	2,984.24	3,134.62	3,293.76	3,460.20	3,636.86	3,819.36	4,013.54
J	3,060.16	3,213.46	3,376.98	3,547.80	3,727.38	3,915.72	4,114.28
K	3,134.62	3,293.76	3,460.20	3,636.86	3,819.36	4,013.54	4,217.94
L	3,213.46	3,376.98	3,547.80	3,727.38	3,915.72	4,114.28	4,321.60
M	3,293.76	3,460.20	3,636.86	3,819.36	4,013.54	4,217.94	4,431.10
N	3,376.98	3,547.80	3,727.38	3,915.72	4,114.28	4,321.60	4,540.60
O	3,460.20	3,636.86	3,819.36	4,013.54	4,217.94	4,431.10	4,655.94
P	3,547.80	3,727.38	3,915.72	4,114.28	4,321.60	4,540.60	4,771.28
Q	3,636.86	3,819.36	4,013.54	4,217.94	4,431.10	4,655.94	4,891.00
R	3,727.38	3,915.72	4,114.28	4,321.60	4,540.60	4,771.28	5,012.18
S	3,819.36	4,013.54	4,217.94	4,431.10	4,655.94	4,891.00	5,137.74
T	3,915.72	4,114.28	4,321.60	4,540.60	4,771.28	5,012.18	5,266.22
U	4,013.54	4,217.94	4,431.10	4,655.94	4,891.00	5,137.74	5,399.08
V	4,114.28	4,321.60	4,540.60	4,771.28	5,012.18	5,266.22	5,533.40
W	4,217.94	4,431.10	4,655.94	4,891.00	5,137.74	5,399.08	5,670.64
X	4,321.60	4,540.60	4,771.28	5,012.18	5,266.22	5,533.40	5,813.72
Y	4,431.10	4,655.94	4,891.00	5,137.74	5,399.08	5,670.64	5,959.72
Z	4,540.60	4,771.28	5,012.18	5,266.22	5,533.40	5,813.72	6,107.18
AA	4,655.94	4,891.00	5,137.74	5,399.08	5,670.64	5,959.72	6,260.48
AB	4,771.28	5,012.18	5,266.22	5,533.40	5,813.72	6,107.18	6,416.70
AC	4,891.00	5,137.74	5,399.08	5,670.64	5,959.72	6,260.48	6,575.84
AD	5,012.18	5,266.22	5,533.40	5,813.72	6,107.18	6,416.70	6,742.28
AE	5,137.74	5,399.08	5,670.64	5,959.72	6,260.48	6,575.84	6,910.18
AF	5,266.22	5,533.40	5,813.72	6,107.18	6,416.70	6,742.28	7,083.92
AG	5,399.08	5,670.64	5,959.72	6,260.48	6,575.84	6,910.18	7,260.58
AH	5,533.40	5,813.72	6,107.18	6,416.70	6,742.28	7,083.92	7,441.62
AI	5,670.64	5,959.72	6,260.48	6,575.84	6,910.18	7,260.58	7,627.04
AJ	5,813.72	6,107.18	6,416.70	6,742.28	7,083.92	7,441.62	7,818.30
AK	5,959.72	6,260.48	6,575.84	6,910.18	7,260.58	7,627.04	8,013.94
AL	6,107.18	6,416.70	6,742.28	7,083.92	7,441.62	7,818.30	8,213.96
AM	6,260.48	6,575.84	6,910.18	7,260.58	7,627.04	8,013.94	8,418.36
AN	6,416.70	6,742.28	7,083.92	7,441.62	7,818.30	8,213.96	8,630.06
AO	6,575.84	6,910.18	7,260.58	7,627.04	8,013.94	8,418.36	8,846.14
AP	6,742.28	7,083.92	7,441.62	7,818.30	8,213.96	8,630.06	9,066.60
AQ	6,910.18	7,260.58	7,627.04	8,013.94	8,418.36	8,846.14	9,292.90
AR	7,083.92	7,441.62	7,818.30	8,213.96	8,630.06	9,066.60	9,526.50
AS	7,260.58	7,627.04	8,013.94	8,418.36	8,846.14	9,292.90	9,763.02
AT	7,441.62	7,818.30	8,213.96	8,630.06	9,066.60	9,526.50	10,006.84
AU	7,627.04	8,013.94	8,418.36	8,846.14	9,292.90	9,763.02	10,257.96
AV	7,818.30	8,213.96	8,630.06	9,066.60	9,526.50	10,006.84	10,513.46
AW	8,013.94	8,418.36	8,846.14	9,292.90	9,763.02	10,257.96	10,779.18
AX	8,213.96	8,630.06	9,066.60	9,526.50	10,006.84	10,513.46	11,046.36
AY	8,418.36	8,846.14	9,292.90	9,763.02	10,257.96	10,779.18	11,322.30
AZ	8,630.06	9,066.60	9,526.50	10,006.84	10,513.46	11,046.36	11,607.00
BA	8,846.14	9,292.90	9,763.02	10,257.96	10,779.18	11,322.30	11,896.08
BB	9,066.60	9,526.50	10,006.84	10,513.46	11,046.36	11,607.00	12,193.92
BC	9,292.90	9,763.02	10,257.96	10,779.18	11,322.30	11,896.08	12,499.06
BD	9,526.50	10,006.84	10,513.46	11,046.36	11,607.00	12,193.92	12,811.50
BE	9,763.02	10,257.96	10,779.18	11,322.30	11,896.08	12,499.06	13,131.24

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

*Holidays: The Hawthorne School District "Holiday for Classified Employees" schedule shall apply to all Confidential employees.

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

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

*Employees on this salary schedule are not represented by the Hawthorne Federation of Classified Employees.

MASTER SALARY SCHEDULE
11 MONTH CONFIDENTIAL AND MANAGEMENT CLASSIFIED EMPLOYEES
2025 - 2026 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
A	2,697.59	2,832.55	2,973.94	3,124.97	3,284.03	3,449.51	3,624.64
B	2,763.47	2,901.64	3,051.06	3,203.69	3,367.57	3,537.88	3,716.22
C	2,832.55	2,973.94	3,126.57	3,284.03	3,449.51	3,624.64	3,807.80
D	2,901.64	3,049.45	3,203.69	3,367.57	3,536.27	3,716.22	3,904.20
E	2,973.94	3,126.57	3,284.03	3,449.51	3,624.64	3,807.80	4,002.21
F	3,049.45	3,203.69	3,367.57	3,536.27	3,716.22	3,904.20	4,101.82
G	3,126.57	3,284.03	3,449.51	3,624.64	3,807.80	4,002.21	4,203.04
H	3,203.69	3,367.57	3,536.27	3,716.22	3,904.20	4,101.82	4,309.08
I	3,284.03	3,449.51	3,624.64	3,807.80	4,002.21	4,203.04	4,416.73
J	3,367.57	3,536.27	3,716.22	3,904.20	4,101.82	4,309.08	4,527.59
K	3,449.51	3,624.64	3,807.80	4,002.21	4,203.04	4,416.73	4,641.66
L	3,536.27	3,716.22	3,904.20	4,101.82	4,309.08	4,527.59	4,755.73
M	3,624.64	3,807.80	4,002.21	4,203.04	4,416.73	4,641.66	4,876.23
N	3,716.22	3,904.20	4,101.82	4,309.08	4,527.59	4,755.73	4,996.73
O	3,807.80	4,002.21	4,203.04	4,416.73	4,641.66	4,876.23	5,123.66
P	3,904.20	4,101.82	4,309.08	4,527.59	4,755.73	4,996.73	5,250.59
Q	4,002.21	4,203.04	4,416.73	4,641.66	4,876.23	5,123.66	5,382.33
R	4,101.82	4,309.08	4,527.59	4,755.73	4,996.73	5,250.59	5,515.69
S	4,203.04	4,416.73	4,641.66	4,876.23	5,123.66	5,382.33	5,653.86
T	4,309.08	4,527.59	4,755.73	4,996.73	5,250.59	5,515.69	5,795.25
U	4,416.73	4,641.66	4,876.23	5,123.66	5,382.33	5,653.86	5,941.45
V	4,527.59	4,755.73	4,996.73	5,250.59	5,515.69	5,795.25	6,089.27
W	4,641.66	4,876.23	5,123.66	5,382.33	5,653.86	5,941.45	6,240.29
X	4,755.73	4,996.73	5,250.59	5,515.69	5,795.25	6,089.27	6,397.75
Y	4,876.23	5,123.66	5,382.33	5,653.86	5,941.45	6,240.29	6,558.41
Z	4,996.73	5,250.59	5,515.69	5,795.25	6,089.27	6,397.75	6,720.69
AA	5,123.66	5,382.33	5,653.86	5,941.45	6,240.29	6,558.41	6,889.39
AB	5,250.59	5,515.69	5,795.25	6,089.27	6,397.75	6,720.69	7,061.30
AC	5,382.33	5,653.86	5,941.45	6,240.29	6,558.41	6,889.39	7,236.43
AD	5,515.69	5,795.25	6,089.27	6,397.75	6,720.69	7,061.30	7,419.59
AE	5,653.86	5,941.45	6,240.29	6,558.41	6,889.39	7,236.43	7,604.35
AF	5,795.25	6,089.27	6,397.75	6,720.69	7,061.30	7,419.59	7,795.55
AG	5,941.45	6,240.29	6,558.41	6,889.39	7,236.43	7,604.35	7,989.95
AH	6,089.27	6,397.75	6,720.69	7,061.30	7,419.59	7,795.55	8,189.18
AI	6,240.29	6,558.41	6,889.39	7,236.43	7,604.35	7,989.95	8,393.23
AJ	6,397.75	6,720.69	7,061.30	7,419.59	7,795.55	8,189.18	8,603.70
AK	6,558.41	6,889.39	7,236.43	7,604.35	7,989.95	8,393.23	8,818.99
AL	6,720.69	7,061.30	7,419.59	7,795.55	8,189.18	8,603.70	9,039.11
AM	6,889.39	7,236.43	7,604.35	7,989.95	8,393.23	8,818.99	9,264.04
AN	7,061.30	7,419.59	7,795.55	8,189.18	8,603.70	9,039.11	9,497.01
AO	7,236.43	7,604.35	7,989.95	8,393.23	8,818.99	9,264.04	9,734.79
AP	7,419.59	7,795.55	8,189.18	8,603.70	9,039.11	9,497.01	9,977.40
AQ	7,604.35	7,989.95	8,393.23	8,818.99	9,264.04	9,734.79	10,226.43
AR	7,795.55	8,189.18	8,603.70	9,039.11	9,497.01	9,977.40	10,483.50
AS	7,989.95	8,393.23	8,818.99	9,264.04	9,734.79	10,226.43	10,743.78
AT	8,189.18	8,603.70	9,039.11	9,497.01	9,977.40	10,483.50	11,012.09
AU	8,393.23	8,818.99	9,264.04	9,734.79	10,226.43	10,743.78	11,288.44
AV	8,603.70	9,039.11	9,497.01	9,977.40	10,483.50	11,012.09	11,569.61
AW	8,818.99	9,264.04	9,734.79	10,226.43	10,743.78	11,288.44	11,862.02
AX	9,039.11	9,497.01	9,977.40	10,483.50	11,012.09	11,569.61	12,156.04
AY	9,264.04	9,734.79	10,226.43	10,743.78	11,288.44	11,862.02	12,459.70
AZ	9,497.01	9,977.40	10,483.50	11,012.09	11,569.61	12,156.04	12,773.00
BA	9,734.79	10,226.43	10,743.78	11,288.44	11,862.02	12,459.70	13,091.12
BB	9,977.40	10,483.50	11,012.09	11,569.61	12,156.04	12,773.00	13,418.88
BC	10,226.43	10,743.78	11,288.44	11,862.02	12,459.70	13,091.12	13,754.67
BD	10,483.50	11,012.09	11,569.61	12,156.04	12,773.00	13,418.88	14,098.50
BE	10,743.78	11,288.44	11,862.02	12,459.70	13,091.12	13,754.67	14,450.36

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

*Holidays: The Hawthorne School District "Holiday for Classified Employees" schedule shall apply to all Confidential employees.

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

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

*Employees on this salary schedule are not represented by the Hawthorne Federation of Classified Employees.