MASTER SALARY SCHEDULE

CONFIDENTIAL AND MANAGEMENT CLASSIFIED EMPLOYEES (Monthly) Hawthorne School District

2026 - 2027 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
A	2,996.92	3,147.75	3,305.50	3,471.83	3,648.67	3,832.42	4,028.25
B	3,071.50	3,224.00	3,390.42	3,560.25	3,742.25	3,931.17	4,128.83
C	3,147.75	3,305.50	3,473.58	3,648.67	3,832.42	4,028.25	4,231.08
D	3,224.00	3,388.67	3,560.25	3,742.25	3,929.50	4,128.83	4,338.50
E	3,305.50	3,473.58	3,648.67	3,832.42	4,028.25	4,231.08	4,447.75
F	3,388.67	3,560.25	3,742.25	3,929.50	4,128.83	4,338.50	4,558.67
G	3,473.58	3,648.67	3,832.42	4,028.25	4,231.08	4,447.75	4,669.58
H	3,560.25	3,742.25	3,929.50	4,128.83	4,338.50	4,558.67	4,787.50
I	3,648.67	3,832.42	4,028.25	4,231.08	4,447.75	4,669.58	4,907.08
J	3,742.25	3,929.50	4,128.83	4,338.50	4,558.67	4,787.50	5,031.83
K	3,832.42	4,028.25	4,231.08	4,447.75	4,669.58	4,907.08	5,158.42
L	3,929.50	4,128.83	4,338.50	4,558.67	4,787.50	5,031.83	5,284.92
M	4,028.25	4,231.08	4,447.75	4,669.58	4,907.08	5,158.42	5,418.42
N	4,128.83	4,338.50	4,558.67	4,787.50	5,031.83	5,284.92	5,551.83
O	4,231.08	4,447.75	4,669.58	4,907.08	5,158.42	5,418.42	5,694.00
P	4,338.50	4,558.67	4,787.50	5,031.83	5,284.92	5,551.83	5,834.42
Q	4,447.75	4,669.58	4,907.08	5,158.42	5,418.42	5,694.00	5,981.75
R	4,558.67	4,787.50	5,031.83	5,284.92	5,551.83	5,834.42	6,129.08
S	4,669.58	4,907.08	5,158.42	5,418.42	5,694.00	5,981.75	6,283.33
T	4,787.50	5,031.83	5,284.92	5,551.83	5,834.42	6,129.08	6,439.33
U	4,907.08	5,158.42	5,418.42	5,694.00	5,981.75	6,283.33	6,602.25
V	5,031.83	5,284.92	5,551.83	5,834.42	6,129.08	6,439.33	6,766.92
W	5,158.42	5,418.42	5,694.00	5,981.75	6,283.33	6,602.25	6,935.08
X	5,284.92	5,551.83	5,834.42	6,129.08	6,439.33	6,766.92	7,108.42
Y	5,418.42	5,694.00	5,981.75	6,283.33	6,602.25	6,935.08	7,286.92
Z	5,551.83	5,834.42	6,129.08	6,439.33	6,766.92	7,108.42	7,467.17
AA	5,694.00	5,981.75	6,283.33	6,602.25	6,935.08	7,286.92	7,656.17
AB	5,834.42	6,129.08	6,439.33	6,766.92	7,108.42	7,467.17	7,846.83
AC	5,981.75	6,283.33	6,602.25	6,935.08	7,286.92	7,656.17	8,040.92
AD	6,129.08	6,439.33	6,766.92	7,108.42	7,467.17	7,846.83	8,245.50
AE	6,283.33	6,602.25	6,935.08	7,286.92	7,656.17	8,040.92	8,450.00
AF	6,439.33	6,766.92	7,108.42	7,467.17	7,846.83	8,245.50	8,663.17
AG	6,602.25	6,935.08	7,286.92	7,656.17	8,040.92	8,450.00	8,878.17
AH	6,766.92	7,108.42	7,467.17	7,846.83	8,245.50	8,663.17	9,100.00
AI	6,935.08	7,286.92	7,656.17	8,040.92	8,450.00	8,878.17	9,327.08
AJ	7,108.42	7,467.17	7,846.83	8,245.50	8,663.17	9,100.00	9,561.08
AK	7,286.92	7,656.17	8,040.92	8,450.00	8,878.17	9,327.08	9,800.25
AL	7,467.17	7,846.83	8,245.50	8,663.17	9,100.00	9,561.08	10,044.67
AM	7,656.17	8,040.92	8,450.00	8,878.17	9,327.08	9,800.25	10,294.25
AN	7,846.83	8,245.50	8,663.17	9,100.00	9,561.08	10,044.67	10,552.50
AO	8,040.92	8,450.00	8,878.17	9,327.08	9,800.25	10,294.25	10,817.75
AP	8,245.50	8,663.17	9,100.00	9,561.08	10,044.67	10,552.50	11,086.42
AQ	8,450.00	8,878.17	9,327.08	9,800.25	10,294.25	10,817.75	11,363.75
AR	8,663.17	9,100.00	9,561.08	10,044.67	10,552.50	11,086.42	11,649.75
AS	8,878.17	9,327.08	9,800.25	10,294.25	10,817.75	11,363.75	11,939.17
AT	9,100.00	9,561.08	10,044.67	10,552.50	11,086.42	11,649.75	12,237.33
AU	9,327.08	9,800.25	10,294.25	10,817.75	11,363.75	11,939.17	12,544.17
AV	9,561.08	10,044.67	10,552.50	11,086.42	11,649.75	12,237.33	12,856.17
AW	9,800.25	10,294.25	10,817.75	11,363.75	11,939.17	12,544.17	13,180.25
AX	10,044.67	10,552.50	11,086.42	11,649.75	12,237.33	12,856.17	13,507.83
AY	10,294.25	10,817.75	11,363.75	11,939.17	12,544.17	13,180.25	13,845.83
AZ	10,552.50	11,086.42	11,649.75	12,237.33	12,856.17	13,507.83	14,194.25
BA	10,817.75	11,363.75	11,939.17	12,544.17	13,180.25	13,845.83	14,546.17
BB	11,086.42	11,649.75	12,237.33	12,856.17	13,507.83	14,194.25	14,911.83
BC	11,363.75	11,939.17	12,544.17	13,180.25	13,845.83	14,546.17	15,284.50
BD	11,649.75	12,237.33	12,856.17	13,507.83	14,194.25	14,911.83	15,665.83
BE	11,939.17	12,544.17	13,180.25	13,845.83	14,546.17	15,284.50	16,057.58

*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
2026 - 2027 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
A	2,777.92	2,917.67	3,063.92	3,218.17	3,382.00	3,552.33	3,733.92
B	2,847.00	2,988.42	3,142.67	3,300.08	3,468.83	3,643.92	3,827.08
C	2,917.67	3,063.92	3,219.75	3,382.00	3,552.33	3,733.92	3,921.83
D	2,988.42	3,141.00	3,300.08	3,468.83	3,642.33	3,827.08	4,021.50
E	3,063.92	3,219.75	3,382.00	3,552.33	3,733.92	3,921.83	4,122.67
F	3,141.00	3,300.08	3,468.83	3,642.33	3,827.08	4,021.50	4,225.50
G	3,219.75	3,382.00	3,552.33	3,733.92	3,921.83	4,122.67	4,328.33
H	3,300.08	3,468.83	3,642.33	3,827.08	4,021.50	4,225.50	4,437.58
I	3,382.00	3,552.33	3,733.92	3,921.83	4,122.67	4,328.33	4,548.50
J	3,468.83	3,642.33	3,827.08	4,021.50	4,225.50	4,437.58	4,664.17
K	3,552.33	3,733.92	3,921.83	4,122.67	4,328.33	4,548.50	4,781.42
L	3,642.33	3,827.08	4,021.50	4,225.50	4,437.58	4,664.17	4,898.75
M	3,733.92	3,921.83	4,122.67	4,328.33	4,548.50	4,781.42	5,022.42
N	3,827.08	4,021.50	4,225.50	4,437.58	4,664.17	4,898.75	5,146.17
O	3,921.83	4,122.67	4,328.33	4,548.50	4,781.42	5,022.42	5,277.92
P	4,021.50	4,225.50	4,437.58	4,664.17	4,898.75	5,146.17	5,408.00
Q	4,122.67	4,328.33	4,548.50	4,781.42	5,022.42	5,277.92	5,544.58
R	4,225.50	4,437.58	4,664.17	4,898.75	5,146.17	5,408.00	5,681.17
S	4,328.33	4,548.50	4,781.42	5,022.42	5,277.92	5,544.58	5,824.17
T	4,437.58	4,664.17	4,898.75	5,146.17	5,408.00	5,681.17	5,968.75
U	4,548.50	4,781.42	5,022.42	5,277.92	5,544.58	5,824.17	6,119.83
V	4,664.17	4,898.75	5,146.17	5,408.00	5,681.17	5,968.75	6,272.42
W	4,781.42	5,022.42	5,277.92	5,544.58	5,824.17	6,119.83	6,428.25
X	4,898.75	5,146.17	5,408.00	5,681.17	5,968.75	6,272.42	6,588.92
Y	5,022.42	5,277.92	5,544.58	5,824.17	6,119.83	6,428.25	6,754.42
Z	5,146.17	5,408.00	5,681.17	5,968.75	6,272.42	6,588.92	6,921.50
AA	5,277.92	5,544.58	5,824.17	6,119.83	6,428.25	6,754.42	7,096.67
AB	5,408.00	5,681.17	5,968.75	6,272.42	6,588.92	6,921.50	7,273.42
AC	5,544.58	5,824.17	6,119.83	6,428.25	6,754.42	7,096.67	7,453.33
AD	5,681.17	5,968.75	6,272.42	6,588.92	6,921.50	7,273.42	7,642.92
AE	5,824.17	6,119.83	6,428.25	6,754.42	7,096.67	7,453.33	7,832.50
AF	5,968.75	6,272.42	6,588.92	6,921.50	7,273.42	7,642.92	8,030.08
AG	6,119.83	6,428.25	6,754.42	7,096.67	7,453.33	7,832.50	8,229.33
AH	6,272.42	6,588.92	6,921.50	7,273.42	7,642.92	8,030.08	8,435.00
AI	6,428.25	6,754.42	7,096.67	7,453.33	7,832.50	8,229.33	8,645.50
AJ	6,588.92	6,921.50	7,273.42	7,642.92	8,030.08	8,435.00	8,862.33
AK	6,754.42	7,096.67	7,453.33	7,832.50	8,229.33	8,645.50	9,084.08
AL	6,921.50	7,273.42	7,642.92	8,030.08	8,435.00	8,862.33	9,310.67
AM	7,096.67	7,453.33	7,832.50	8,229.33	8,645.50	9,084.08	9,542.00
AN	7,273.42	7,642.92	8,030.08	8,435.00	8,862.33	9,310.67	9,781.42
AO	7,453.33	7,832.50	8,229.33	8,645.50	9,084.08	9,542.00	10,027.17
AP	7,642.92	8,030.08	8,435.00	8,862.33	9,310.67	9,781.42	10,276.25
AQ	7,832.50	8,229.33	8,645.50	9,084.08	9,542.00	10,027.17	10,533.33
AR	8,030.08	8,435.00	8,862.33	9,310.67	9,781.42	10,276.25	10,798.42
AS	8,229.33	8,645.50	9,084.08	9,542.00	10,027.17	10,533.33	11,066.75
AT	8,435.00	8,862.33	9,310.67	9,781.42	10,276.25	10,798.42	11,343.08
AU	8,645.50	9,084.08	9,542.00	10,027.17	10,533.33	11,066.75	11,627.42
AV	8,862.33	9,310.67	9,781.42	10,276.25	10,798.42	11,343.08	11,916.67
AW	9,084.08	9,542.00	10,027.17	10,533.33	11,066.75	11,627.42	12,217.08
AX	9,310.67	9,781.42	10,276.25	10,798.42	11,343.08	11,916.67	12,520.75
AY	9,542.00	10,027.17	10,533.33	11,066.75	11,627.42	12,217.08	12,834.08
AZ	9,781.42	10,276.25	10,798.42	11,343.08	11,916.67	12,520.75	13,157.00
BA	10,027.17	10,533.33	11,066.75	11,627.42	12,217.08	12,834.08	13,483.17
BB	10,276.25	10,798.42	11,343.08	11,916.67	12,520.75	13,157.00	13,822.17
BC	10,533.33	11,066.75	11,627.42	12,217.08	12,834.08	13,483.17	14,167.58
BD	10,798.42	11,343.08	11,916.67	12,520.75	13,157.00	13,822.17	14,521.08
BE	11,066.75	11,627.42	12,217.08	12,834.08	13,483.17	14,167.58	14,884.17

*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
2026 - 2027 (Interim and Indefinite)

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
A	2,524.33	2,651.33	2,784.25	2,924.42	3,073.33	3,228.08	3,393.00
B	2,587.08	2,715.58	2,855.75	2,998.83	3,152.17	3,311.25	3,477.75
C	2,651.33	2,784.25	2,925.83	3,073.33	3,228.08	3,393.00	3,563.83
D	2,715.58	2,854.33	2,998.83	3,152.17	3,309.83	3,477.75	3,654.42
E	2,784.25	2,925.83	3,073.33	3,228.08	3,393.00	3,563.83	3,746.33
F	2,854.33	2,998.83	3,152.17	3,309.83	3,477.75	3,654.42	3,839.83
G	2,925.83	3,073.33	3,228.08	3,393.00	3,563.83	3,746.33	3,933.25
H	2,998.83	3,152.17	3,309.83	3,477.75	3,654.42	3,839.83	4,032.50
I	3,073.33	3,228.08	3,393.00	3,563.83	3,746.33	3,933.25	4,133.25
J	3,152.17	3,309.83	3,477.75	3,654.42	3,839.83	4,032.50	4,238.42
K	3,228.08	3,393.00	3,563.83	3,746.33	3,933.25	4,133.25	4,345.00
L	3,309.83	3,477.75	3,654.42	3,839.83	4,032.50	4,238.42	4,451.50
M	3,393.00	3,563.83	3,746.33	3,933.25	4,133.25	4,345.00	4,564.00
N	3,477.75	3,654.42	3,839.83	4,032.50	4,238.42	4,451.50	4,676.42
O	3,563.83	3,746.33	3,933.25	4,133.25	4,345.00	4,564.00	4,796.08
P	3,654.42	3,839.83	4,032.50	4,238.42	4,451.50	4,676.42	4,914.33
Q	3,746.33	3,933.25	4,133.25	4,345.00	4,564.00	4,796.08	5,038.50
R	3,839.83	4,032.50	4,238.42	4,451.50	4,676.42	4,914.33	5,162.58
S	3,933.25	4,133.25	4,345.00	4,564.00	4,796.08	5,038.50	5,292.50
T	4,032.50	4,238.42	4,451.50	4,676.42	4,914.33	5,162.58	5,423.92
U	4,133.25	4,345.00	4,564.00	4,796.08	5,038.50	5,292.50	5,561.17
V	4,238.42	4,451.50	4,676.42	4,914.33	5,162.58	5,423.92	5,699.83
W	4,345.00	4,564.00	4,796.08	5,038.50	5,292.50	5,561.17	5,841.50
X	4,451.50	4,676.42	4,914.33	5,162.58	5,423.92	5,699.83	5,987.50
Y	4,564.00	4,796.08	5,038.50	5,292.50	5,561.17	5,841.50	6,137.83
Z	4,676.42	4,914.33	5,162.58	5,423.92	5,699.83	5,987.50	6,289.67
AA	4,796.08	5,038.50	5,292.50	5,561.17	5,841.50	6,137.83	6,448.83
AB	4,914.33	5,162.58	5,423.92	5,699.83	5,987.50	6,289.67	6,609.42
AC	5,038.50	5,292.50	5,561.17	5,841.50	6,137.83	6,448.83	6,772.92
AD	5,162.58	5,423.92	5,699.83	5,987.50	6,289.67	6,609.42	6,945.25
AE	5,292.50	5,561.17	5,841.50	6,137.83	6,448.83	6,772.92	7,117.50
AF	5,423.92	5,699.83	5,987.50	6,289.67	6,609.42	6,945.25	7,297.08
AG	5,561.17	5,841.50	6,137.83	6,448.83	6,772.92	7,117.50	7,478.08
AH	5,699.83	5,987.50	6,289.67	6,609.42	6,945.25	7,297.08	7,665.00
AI	5,841.50	6,137.83	6,448.83	6,772.92	7,117.50	7,478.08	7,856.25
AJ	5,987.50	6,289.67	6,609.42	6,945.25	7,297.08	7,665.00	8,053.33
AK	6,137.83	6,448.83	6,772.92	7,117.50	7,478.08	7,856.25	8,254.83
AL	6,289.67	6,609.42	6,945.25	7,297.08	7,665.00	8,053.33	8,460.67
AM	6,448.83	6,772.92	7,117.50	7,478.08	7,856.25	8,254.83	8,670.92
AN	6,609.42	6,945.25	7,297.08	7,665.00	8,053.33	8,460.67	8,888.50
AO	6,772.92	7,117.50	7,478.08	7,856.25	8,254.83	8,670.92	9,111.83
AP	6,945.25	7,297.08	7,665.00	8,053.33	8,460.67	8,888.50	9,338.17
AQ	7,117.50	7,478.08	7,856.25	8,254.83	8,670.92	9,111.83	9,571.75
AR	7,297.08	7,665.00	8,053.33	8,460.67	8,888.50	9,338.17	9,812.67
AS	7,478.08	7,856.25	8,254.83	8,670.92	9,111.83	9,571.75	10,056.50
AT	7,665.00	8,053.33	8,460.67	8,888.50	9,338.17	9,812.67	10,307.58
AU	7,856.25	8,254.83	8,670.92	9,111.83	9,571.75	10,056.50	10,566.00
AV	8,053.33	8,460.67	8,888.50	9,338.17	9,812.67	10,307.58	10,828.83
AW	8,254.83	8,670.92	9,111.83	9,571.75	10,056.50	10,566.00	11,101.83
AX	8,460.67	8,888.50	9,338.17	9,812.67	10,307.58	10,828.83	11,377.75
AY	8,670.92	9,111.83	9,571.75	10,056.50	10,566.00	11,101.83	11,662.50
AZ	8,888.50	9,338.17	9,812.67	10,307.58	10,828.83	11,377.75	11,955.92
BA	9,111.83	9,571.75	10,056.50	10,566.00	11,101.83	11,662.50	12,252.33
BB	9,338.17	9,812.67	10,307.58	10,828.83	11,377.75	11,955.92	12,560.42
BC	9,571.75	10,056.50	10,566.00	11,101.83	11,662.50	12,252.33	12,874.25
BD	9,812.67	10,307.58	10,828.83	11,377.75	11,955.92	12,560.42	13,195.50
BE	10,056.50	10,566.00	11,101.83	11,662.50	12,252.33	12,874.25	13,525.42

*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.