

**Twain Harte School District
Management/Confidential Salary Schedule
2017/2018 with 3% ongoing**

ANNUAL RATE						
CERTIFICATED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Work Days
Principal	\$88,267	\$90,915	\$93,642	\$96,451	\$99,345	200
Daily Rate	\$441	\$455	\$468	\$482	\$496.73	
<u>Additional Compensation/Benefits:</u> 2017-2018						
Master's Degree	\$	1,000				
Doctorate	\$	1,000				
Annual Business and Mileage Stipend	\$	300				
Annual Cell Phone Stipend	\$	400				
ACSA Dues Annual Contribution	\$	500				
Annual Health and Welfare Cap (increased 07-01-2016)	\$	9,200				

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Chief Business Official	\$91,950	\$94,249	\$96,606	\$99,021	\$101,496	\$104,035	\$106,634	\$109,301	220
<u>Additional Compensation/Benefits:</u>	\$418	\$428	\$439	\$450	\$461	\$473	\$485	\$497	Daily Rate
Annual Health and Welfare Cap	\$ 9,200								

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Director of Maintenance, Operations and Transportation	\$54,579	\$55,943	\$57,343	\$58,776	\$60,247	\$61,752	\$63,296	\$64,879	220
80 hours of vacation pay in lieu of days off	\$ 2,481	\$ 2,543	\$ 2,607	\$ 2,672	\$ 2,739	\$ 2,807	\$ 2,877	\$ 2,949	1-5 YEARS
120 hours of vacation pay in lieu of days off	\$ 3,721	\$ 3,814	\$ 3,910	\$ 4,007	\$ 4,108	\$ 4,210	\$ 4,316	\$ 4,424	6-10 YEARS
160 hours of vacation pay in lieu of days off	\$ 4,962	\$ 5,086	\$ 5,213	\$ 5,343	\$ 5,477	\$ 5,614	\$ 5,754	\$ 5,898	11+ YEARS
<u>Additional Compensation/Benefits:</u> Annual Health and Welfare Cap \$ 9,200 Annual Cell Phone Stipend \$ 480									

HOURLY RATE									
CONFIDENTIAL	Step 1	Step2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	work days
Administrative Specialist I (11.5 Months)	\$23.43	\$24.02	\$24.63	\$25.24	\$25.86	\$26.51	\$27.18	\$27.86	232
<u>Additional Compensation/Benefits:</u> Annual Health and Welfare Cap \$ 9,200									

Historical information

2003-2004 Step 1 Increased 1.7%
2003-2004 Increase of 1.43%
2004-2005 Increase of 3.73%
2005-2006 Increase of 3.85%
2006-2007 Increase of 2%
2007-2008 Increase of 3% + 1% 7/1/08
7/1/08 Mgmt&Confidential changed to 8 steps
2008-2009 Increase 2%
2013-2014 Increase 3.5%

Vacation: Classified Only

Years 1 - 5	10 days
Years 6 - 10	15 days
Year 11 and beyond	20 days
 <u>Paid holidays</u>	
12 month employees	13 paid holidays

Longevity increments (Classified Only):

2% for years 10 - 14
4% for years 15 - 19
6% for years 20 - 24
8% for years 25 - 29

Paid holidays

12 month employees 13 paid holidays

2016-2017 Principal salary schedule reduced to 200 days effective July 1, 2017. Administrative Specialist I increased by 5 days. Increase 3% ongoing MOT and CBO retroactive to July 1, 2016. Administrative Specialist I increased 3% retroactive to April 17, 2017. CBO 2% onetime retroactive to July 1, 2016. Principal salary schedule not increased in 2016/2017 but 3% increase applied July 1, 2017.

2017-2018 Increase 3% ongoing and 1% onetime.

Board Approved: 05/09/2018