

**Twain Harte School District
Management/Confidential Salary Schedule
2018/2019 with 2% ongoing**

ANNUAL RATE						
CERTIFICATED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Work Days
Principal	\$90,032	\$92,733	\$95,515	\$98,380	\$101,332	200
Daily Rate	\$450	\$464	\$478	\$492	\$507	
Additional Compensation/Benefits: 2018-2019						
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 07-01-2018)	\$ 11,200					

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Chief Business Official	\$93,789	\$96,134	\$98,538	\$101,001	\$103,526	\$106,116	\$108,767	\$111,487	220
Additional Compensation/Benefits:	\$426	\$437	\$448	\$459	\$471	\$482	\$494	\$507	Daily Rate
Annual Health and Welfare Cap (increased 07-01-2018)	\$ 11,200								

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	\$55,671	\$57,062	\$58,490	\$59,952	\$61,452	\$62,987	\$64,562	\$66,177	220
80 hours of vacation pay in lieu of days off	\$ 2,531	\$ 2,594	\$ 2,659	\$ 2,725	\$ 2,793	\$ 2,863	\$ 2,935	\$ 3,008	1-5 YEARS
120 hours of vacation pay in lieu of days off	\$ 3,796	\$ 3,891	\$ 3,988	\$ 4,088	\$ 4,190	\$ 4,295	\$ 4,402	\$ 4,512	6-10 YEARS
160 hours of vacation pay in lieu of days off	\$ 5,061	\$ 5,187	\$ 5,317	\$ 5,450	\$ 5,587	\$ 5,726	\$ 5,869	\$ 6,016	11+ YEARS

Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2018)	\$ 11,200								
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)	\$23.90	\$24.50	\$25.12	\$25.74	\$26.38	\$27.04	\$27.72	\$28.42	232
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2018)	\$ 11,200								

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%
 2014-2015 Increase 4% to CBO & Shared Administrative Specialist II. 4% onetime to Principal.

Vacation: Classified Only

Years 1 - 5 10 days
 Years 6 - 10 15 days
 Year 11 and beyond 20 days

Paid holidays
 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

2014-2015 increase 2% ongoing and 2% onetime Administrative Specialist I & Director of Maintenance & Transportation. Vacation pay added to MOT Director.
 2015-2016 increase 3% ongoing & 2% onetime: MOT, CBO & Admin. Spec. I employees currently employed by the District in May 2016. Increase health cap to \$9,200 MOT, CBO & Admin. Spec. I employees currently employed by the District in May 2016.
 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.
 2018-2019 Increase 2% ongoing and \$2,000 on health cap, \$11,200 annually.
 2019-2020 \$2,000 increase to health cap. \$13,200 annually.