

**Twain Harte School District
Management/Confidential Salary Schedule
2016/2017**

ANNUAL RATE						
CERTIFICATED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Work Days
Principal 2017-2018	\$85,696	\$88,580	\$91,670	\$94,554	\$97,644	200
Daily Rate	\$428	\$443	\$458	\$473	\$488	
<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	\$89,272	\$91,504	\$93,792	\$96,137	\$98,540	\$101,005	\$103,528	\$106,117	220
<u>Additional Compensation/Benefits:</u>	\$406	\$416	\$426	\$437	\$448	\$459	\$471	\$482	Daily Rate
Annual Health and Welfare Cap	\$ 9,200								

2% One Time	\$88,405	\$90,616	\$92,881	\$95,204	\$97,583	\$100,024	\$102,523	\$105,087	220
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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	\$52,989	\$54,314	\$55,673	\$57,064	\$58,492	\$59,953	\$61,452	\$62,989	220
80 hours of vacation pay in lieu of days off	\$ 2,409	\$ 2,469	\$ 2,531	\$ 2,594	\$ 2,659	\$ 2,725	\$ 2,793	\$ 2,863	1-5 YEARS
120 hours of vacation pay in lieu of days off	\$ 3,613	\$ 3,703	\$ 3,796	\$ 3,891	\$ 3,988	\$ 4,088	\$ 4,190	\$ 4,295	6-10 YEARS
160 hours of vacation pay in lieu of days off	\$ 4,817	\$ 4,938	\$ 5,061	\$ 5,188	\$ 5,317	\$ 5,450	\$ 5,587	\$ 5,726	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)	\$22.75	\$23.32	\$23.91	\$24.50	\$25.11	\$25.74	\$26.39	\$27.05	232
<u>Additional Compensation/Benefits:</u>									
Annual Health and Welfare Cap	\$ 9,200								

Historical information

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.
 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.

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

Board Approved: 06/14/2017

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.