

**Twain Harte School District
Management/Confidential Salary Schedule
2019/2020**

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)	\$ 13,200					

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
Monthly (12 months):	\$7,815.75	\$8,011.17	\$8,211.50	\$8,416.75	\$8,627.17	\$8,843.00	\$9,063.92	\$9,290.58	
Additional Compensation/Benefits:	\$426	\$437	\$448	\$459	\$471	\$482	\$494	\$507	Daily Rate
Annual Health and Welfare Cap (increased 07-01-2018)	\$ 13,200								

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									
Monthly (12 months):	\$2,530.50	\$2,593.73	\$2,658.64	\$2,725.09	\$2,793.27	\$2,863.05	\$2,934.64	\$3,008.05	1-5 YEARS
120 hours of vacation pay in lieu of days off									
Monthly (12 months):	\$3,795.75	\$3,890.59	\$3,987.95	\$4,087.64	\$4,189.91	\$4,294.57	\$4,401.95	\$4,512.07	6-10 YEARS
160 hours of vacation pay in lieu of days off									
Monthly (12 months):	\$5,061.00	\$5,187.45	\$5,317.27	\$5,450.18	\$5,586.55	\$5,726.09	\$5,869.27	\$6,016.09	11+ YEARS
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2018)	\$ 13,200								
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 Months, 8 hrs/day)	\$23.90	\$24.50	\$25.12	\$25.74	\$26.38	\$27.04	\$27.72	\$28.42	220
Monthly includes 10 vacations days & 11 holidays:	\$4,189.02	\$4,294.18	\$4,402.85	\$4,511.52	\$4,623.69	\$4,739.37	\$4,858.56	\$4,981.25	
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2018)	\$ 13,200								

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.
 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.

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
 11 month employees 11 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