

**Twain Harte School District
Management/Confidential Salary Schedule
2021/2022**

ANNUAL RATE						
CERTIFICATED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Work Days
Assistant Principal	\$99,910	\$100,909	\$101,918	\$102,937	\$103,967	190
Daily Rate	\$526	\$531	\$536	\$542	\$547	
Additional Compensation/Benefits:						
Master's Degree	\$	1,000				
Doctorate	\$	1,000				
ACSA Dues Annual Contribution	\$	500				
Annual Health and Welfare Cap	\$	14,200				

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Chief Business Official	\$96,603	\$99,018	\$101,494	\$104,031	\$106,632	\$109,299	\$112,030	\$114,832	220
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2021)	\$	14,200							
	\$439	\$450	\$461	\$473	\$485	\$497	\$509	\$522	Daily Rate

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Director of Maintenance, Operations and Transportation	\$57,341	\$58,774	\$60,245	\$61,751	\$63,296	\$64,877	\$66,499	\$68,162	220
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2021)	\$	14,200							
Annual Cell Phone Stipend	\$	480							

HOURLY RATE									
CONFIDENTIAL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Administrative Specialist I (11 Months)	\$24.62	\$25.24	\$25.87	\$26.51	\$27.17	\$27.85	\$28.55	\$29.27	219
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2021)	\$	14,200							

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.
 2020-2021 \$750 One-time bonus. Establish Assistant Principal schedule.
 2021-2022 Revise MOT Director Salary Schedule. Increase 3% ongoing and \$1,000 on health cap, \$14,200 annually.
 2022-2023 Increase 3% ongoing and \$1,000 on health cap, \$15,200 annually.

Vacation: Classified Hourly 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: 03/09/2022