

**Twain Harte School District
Management/Confidential Salary Schedule
2022/2023**

ANNUAL RATE						
CERTIFICATED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Work Days
Assistant Principal	\$102,907	\$103,936	\$104,975	\$106,025	\$107,085	190
Daily Rate	\$542	\$547	\$553	\$558	\$564	
Additional Compensation/Benefits:						
Master's Degree	\$ 1,000					
Doctorate	\$ 1,000					
ACSA Dues Annual Contribution	\$ 500					
Annual Health and Welfare Cap	\$ 15,200					

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	\$99,501	\$101,989	\$104,539	\$107,152	\$109,831	\$112,578	\$115,391	\$118,277	220
Additional Compensation/Benefits:	\$452	\$464	\$475	\$487	\$499	\$512	\$525	\$538	Daily Rate
Annual Health and Welfare Cap (increased 07-01-2021)	\$ 15,200								

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	\$59,061	\$60,537	\$62,052	\$63,604	\$65,195	\$66,823	\$68,494	\$70,207	220
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2021)	\$ 15,200								
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)	\$25.36	\$26.00	\$26.65	\$27.31	\$27.99	\$28.69	\$29.41	\$30.15	219
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2021)	\$ 15,200								

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