

**Twain Harte School District
Management/Confidential Salary Schedule
2024/2025**

ANNUAL RATE						
CERTIFICATED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Work Days
Assistant Principal	\$110,213	\$111,316	\$112,428	\$113,553	\$114,688	190
Daily Rate	\$580	\$586	\$592	\$598	\$604	
Additional Compensation/Benefits:						
Master's Degree	\$1,500					
Doctorate	\$1,500					
ACSA Dues Annual Contribution	\$500					
Annual Health and Welfare Cap	\$15,200					

ANNUAL RATE										
CLASSIFIED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days	
Chief Business Official	\$106,566	\$109,230	\$111,961	\$114,760	\$117,629	\$120,571	\$123,584	\$126,675	220	
Additional Compensation/Benefits:										
Annual Health and Welfare Cap (increased 07-01-2022)	\$484	\$497	\$509	\$522	\$535	\$548	\$562	\$576	Daily Rate	
Annual Health and Welfare Cap	\$15,200									

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	\$63,254	\$64,835	\$66,458	\$68,120	\$69,824	\$71,567	\$73,357	\$75,191	220	
Additional Compensation/Benefits:										
Addition Ten Days:	\$2,875	\$2,947	\$3,021	\$3,096	\$3,174	\$3,253	\$3,334	\$3,418		
New Proposed Annual Salary	\$66,129	\$67,782	\$69,479	\$71,216	\$72,998	\$74,820	\$76,691	\$78,609		
Annual Health and Welfare Cap (increased 07-01-2022)	\$15,200									
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)	\$27.16	\$27.85	\$28.54	\$29.25	\$29.98	\$30.72	\$31.50	\$32.29	219	
Additional Compensation/Benefits:										
Annual Health and Welfare Cap (increased 07-01-2022)	\$15,200									

Historical information	Vacation: Classified Hourly Only	Longevity increments (Classified Only):
2003-2004 Step 1 Increased 1.7%	Years 1 - 5	10 days
2003-2004 Increase of 1.43%	Years 6 - 10	15 days
2004-2005 Increase of 3.73%	Year 11 and beyond	20 days
2005-2006 Increase of 3.85%		
2006-2007 Increase of 2%		
2007-2008 Increase of 3% + 1% 7/1/08	Paid holidays	
7/1/08 Mgmt&Confidential changed to 8 steps	12 month employees	13 paid holidays
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.		
2023-2024 Increase 5% ongoing, Assistant Principal Masters Degree increase \$500 to \$1,500 annually and \$5,000 one-time bonus.		
2024-2025 Increase 2% ongoing and \$4,000 one-time bonus.		

Board Approved: 03/13/2024