

**Twain Harte School District
Management/Confidential Salary Schedule
2025-26**

ANNUAL RATE						
CERTIFICATED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Work Days
Assistant Principal	\$112,417	\$113,542	\$114,677	\$115,824	\$116,982	190
Daily Rate	\$592	\$598	\$604	\$610	\$616	
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	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Chief Business Official	\$108,697	\$111,415	\$114,200	\$117,055	\$119,982	\$122,982	\$126,056	\$129,209	220
Daily Rate	\$494	\$506	\$519	\$532	\$545	\$559	\$573	\$587	
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2022) \$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	\$67,452	\$69,138	\$70,868	\$72,641	\$74,458	\$76,316	\$78,225	\$80,181	230
Daily Rate	\$293	\$301	\$308	\$316	\$324	\$332	\$340	\$349	
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2022) \$15,200									
Annual Cell Phone Stipend \$720									

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Administrative Specialist I	\$27.70	\$28.41	\$29.12	\$29.84	\$30.58	\$31.34	\$32.13	\$32.94	213
ANNUALIZED PAY 241 PAID DAYS	\$53,406	\$54,774	\$56,143	\$57,532	\$58,958	\$60,424	\$61,947	\$63,508	
Additional Compensation/Benefits:									
Annual Health and Welfare Cap (increased 07-01-2022) \$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%

Vacation: Classified Hourly Only

Years 1 - 5 10 days
 Years 6 - 10 15 days
 Year 11 and beyond 20 days

Longevity increments (Classified Only):

2% for years 10 - 14
 4% for years 15 - 19
 6% for years 20 - 24
 8% for years 25 - 29

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.

2025-2026 Increase 2% ongoing. \$3,000 one-time bonus Increase 10 contract days and \$20 cell phone stipend for MOT Director

Board Approved: 03/11/2026