

**Twain Harte School District  
Management/Confidential Salary Schedule  
2026-27**

CERTIFICATED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
<b>Assistant Principal</b>	\$114,665	\$115,813	\$116,971	\$118,140	\$119,322	\$120,515	\$121,720	\$122,937	190
Daily Rate	\$604	\$610	\$616	\$622	\$628	\$634	\$641	\$647	
<b>Additional Compensation/Benefits:</b>									
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
<b>Chief Business Official</b>	\$110,871	\$113,643	\$116,484	\$119,396	\$122,382	\$125,442	\$128,577	\$131,793	220
Daily Rate	\$504	\$517	\$529	\$543	\$556	\$570	\$584	\$599	
<b>Additional Compensation/Benefits:</b>									
Annual Health and Welfare Cap (increased 07-01-2022)	\$15,200								

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
<b>Director of Maintenance, Operations and Transportation</b>	\$68,801	\$70,521	\$72,285	\$74,094	\$75,947	\$77,842	\$79,790	\$81,785	230
Daily Rate	\$299	\$307	\$314	\$322	\$330	\$338	\$347	\$356	
<b>Additional Compensation/Benefits:</b>									
Annual Health and Welfare Cap (increased 07-01-2022)	\$15,200								
Annual Cell Phone Stipend	\$720								

ANNUAL RATE									
CLASSIFIED MANAGEMENT	Step 1	Step2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
<b>Administrative Specialist I</b>	\$28.25	\$28.98	\$29.70	\$30.44	\$31.19	\$31.97	\$32.77	\$33.60	213
ANNUALIZED PAY 241 PAID DAYS	\$54,466	\$55,873	\$57,262	\$58,688	\$60,134	\$61,638	\$63,181	\$64,781	
<b>Additional Compensation/Benefits:</b>									
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

2026-2027 Increase 2% ongoing, \$2,000 one-time bonus. Add steps 6-8 to Asst. Principal

**Board Approved: 03/11/2026**