

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

| ANNUAL RATE | | | | | | | | | |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| CERTIFICATED MANAGEMENT | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Work Days |
| Assistant Principal | \$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 | |
| Additional Compensation/Benefits: | | | | | | | | | |
| Master's Degree | \$1,500 | | | | | | | | |
| Doctorate | \$1,500 | | | | | | | | |
| Annual Cell Phone Stipend | \$720 | | | | | | | | |
| 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 | \$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 | |
| 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 | \$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 | |
| 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 | \$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 | |
| 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%
 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.
 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 contract days by 10 and monthly cell phone stipend by \$20 for MOT Director
 2026-2027 Increase 2% ongoing, \$2,000 one-time bonus. Add steps 6-8 and \$60 monthly cell phone stipend to Asst. Principal.

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