

**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	\$106,518	\$109,181	\$111,911	\$114,709	\$117,577	\$120,515	\$123,528	\$126,616	190
Daily Rate	\$561	\$575	\$589	\$604	\$619	\$634	\$650	\$666	
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									
CERTIFICATED MANAGEMENT	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Work Days
Principal	\$121,089	\$124,116	\$127,219	\$130,399	\$133,659	\$137,000	\$140,425	\$143,936	200
Daily Rate	\$637	\$653	\$670	\$686	\$703	\$721	\$739	\$758	
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	Step2	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	Step2	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	Step2	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.

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

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.
Reduce Asst. Principal Step 1 and set difference b/w steps at 2.5%. Add Principal to salary schedule.

Board Approved: 9/9/2026