TAMALPAIS UNION HIGH SCHOOL DISTRICT

MANAGEMENT SALARY SCHEDULE

Effective July 1, 2024

(Amounts reflect a 3.88% [2.38% + 1.50% Property Tax Share] increase from the 2023-24 salary schedule)

LEVEL A
- Principal, Comprehensive High School (217 Days)
- Principal, Tamiscal High School (217 Days)
- Senior Director - Certificated (222 Days)
- Senior Director - Classified (225 Days)
- Principal, San Andreas High School & Senior Director of Diversity, Equity & Inclusion (217 Days)

LEVEL B
- Assistant Principal (217 Days)
- Director - Certificated (222 Days)
- Director - Fiscal Services (229 Days)
- Director - Human Resources (229 Days)
- Director - Adult School (210 Days)
- Director - Wellness (197 Days)
- Director - Technology (225 Days)
- Assistant Director - Adult School (210 Days)

LEVEL C
- Psychologist (197 Days)
- Director - Custodial Services (225 Days)
- Director - Community Programs (220 Days)
- Director - Student Nutrition (215 Days)
- Director - Bond Programming (225 Days)

Step	LEVEL A				LEVEL B							LEVEL C				
	Annual -217	Annual-222	Annual-225	Daily	Annual-197	Annual-210	Annual-217	Annual-222	Annual-225	Annual-229	Daily	Annual-197	Annual-215	Annual-220	Annual-225	Daily
1.	196,765	201,299	204,019	906.75	158,821	169,302	174,945	178,976	181,395	184,620	806.20	143,040	156,109	159,740	163,370	726.09
2.	199,716	204,318	207,079	920.35	161,199	171,837	177,565	181,656	184,111	187,384	818.27	145,187	158,453	162,138	165,823	736.99
3.	202,713	207,384	210,186	934.16	163,618	174,416	180,229	184,382	186,874	190,196	830.55	147,366	160,831	164,571	168,311	748.05
4	205,749	210,489	213,334	948.15	166,071	177,030	182,931	187,146	189,675	193,047	843.00	149,576	163,243	167,039	170,836	759.27
5	208,839	213,651	216,538	962.39	168,565	179,689	185,678	189,957	192,524	195,946	855.66	151,818	165,690	169,543	173,396	770.65
6.	211,966	216,850	219,780	976.80	171,091	182,381	188,460	192,803	195,408	198,882	868.48	154,093	168,173	172,084	175,995	782.20
7.	215,142	220,100	223,074	991.44	173,661	185,121	191,292	195,700	198,344	201,870	881.53	156,406	170,697	174,667	178,637	793.94
8.	218,371	223,403	226,422	1,006.32	176,264	187,895	194,159	198,632	201,317	204,895	894.74	158,752	173,258	177,287	181,316	805.85

Other:

1. The administrative work year is 197, 210, 215, 217, 222, 225, 229 days, or as otherwise designated by the Board of Trustees.
2. The District contributes $30 per month to each administrator's IRC 125 Plan.
3. Administrators are covered by the District's comprehensive Health Benefit package, capped for the 2024-25 school year at $24,885. For administrators whose hire date is on or after July 1, 2019, the cap on the District-paid comprehensive Health Benefit package is $20,000 with the employee paying for any health benefit costs beyond $20,000. For administrators hired prior to July 1, 2019, the District will continue to pay the total cost of the District's comprehensive Health Benefit package.
4. Administrators with a Masters Degree (or equivalent certification program) receive an annual increment of $1,750; administrators with an earned doctorate receive an additional increment of $2,000.
5. Psychologist work year is 200 days per Board approval June 12, 2007. Effective July 1, 2018, Psychologist work year is 197. Additional days may be worked with the approval of a Personnel Action Form (PAF).
6. Longevity Compensation: An additional payment, cumulative every three years beyond top step within the same job classification ("Level"), to be calculated as 2.75% of annual placement amount and paid in monthly installments. Years of credit toward longevity compensation commence with the 2021-22 school year. Note: STRS and PERS retirement systems have different rules related to longevity
7. In May 2021, the Management agreement stipulated for the 2022-23 school year that an additional 9th step would be added to the salary schedule and eliminate the 1st Step. The resulting new eight steps will be re-named (#1-8). This new change is reflected in this salary schedule.

Board Approved: May 20, 2025