TAMALPAIS UNION HIGH SCHOOL DISTRICT

MANAGEMENT SALARY SCHEDULE

Effective July 1, 2026

(Amounts reflect a 3.01% increase from the 2025-26 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.	209,843	214,678	217,580	967.02	169,377	180,554	186,572	190,871	193,451	196,890	859.78	152,547	166,485	170,357	174,229	774.35
2.	212,990	217,897	220,842	981.52	171,912	183,257	189,365	193,728	196,346	199,837	872.65	154,838	168,986	172,916	176,846	785.98
3.	216,186	221,168	224,156	996.25	174,493	186,008	192,208	196,637	199,294	202,837	885.75	157,161	171,521	175,509	179,498	797.77
4	219,424	224,480	227,513	1,011.17	177,109	188,796	195,090	199,585	202,282	205,878	899.03	159,517	174,092	178,141	182,189	809.73
5	222,718	227,850	230,929	1,026.35	179,766	191,629	198,017	202,579	205,317	208,967	912.52	161,908	176,702	180,811	184,921	821.87
6.	226,053	231,262	234,387	1,041.72	182,461	194,502	200,985	205,616	208,395	212,100	926.20	164,335	179,351	183,522	187,693	834.19
7.	229,443	234,729	237,902	1,057.34	185,204	197,425	204,006	208,707	211,527	215,287	940.12	166,802	182,043	186,276	190,510	846.71
8.	232,884	238,250	241,470	1,073.20	187,977	200,382	207,061	211,832	214,695	218,512	954.20	169,304	184,773	189,070	193,367	859.41

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 $24,000 with the employee paying for any health benefit costs beyond $24,000. 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 change is reflected in this salary schedule.

Board Approved: May 20, 2025