TAMALPAIS UNION HIGH SCHOOL DISTRICT

MANAGEMENT SALARY SCHEDULE

Effective July 1, 2025

(Amounts reflect a 3.53% increase from the 2024-25 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.	203,711	208,405	211,221	938.76	164,428	175,279	181,121	185,295	187,799	191,137	834.66	148,089	161,620	165,378	169,137	751.72
2.	206,766	211,530	214,389	952.84	166,889	177,902	183,832	188,067	190,609	193,997	847.15	150,313	164,047	167,862	171,677	763.01
3.	209,869	214,705	217,607	967.14	169,394	180,573	186,592	190,891	193,471	196,910	859.87	152,569	166,509	170,381	174,254	774.46
4	213,012	217,920	220,865	981.62	171,934	183,280	189,389	193,753	196,371	199,862	872.76	154,856	169,005	172,935	176,866	786.07
5	216,210	221,192	224,181	996.36	174,514	186,031	192,232	196,661	199,319	202,862	885.86	157,176	171,538	175,527	179,516	797.85
6.	219,448	224,504	227,538	1,011.28	177,131	188,819	195,113	199,609	202,307	205,903	899.14	159,533	174,109	178,158	182,207	809.81
7.	222,737	227,870	230,949	1,026.44	179,792	191,657	198,045	202,608	205,346	208,997	912.65	161,928	176,724	180,833	184,943	821.97
8.	226,079	231,288	234,414	1,041.84	182,485	194,527	201,011	205,643	208,422	212,127	926.32	164,357	179,375	183,546	187,718	834.30

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 $22,000 with the employee paying for any health benefit costs beyond $22,000. 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