TAMALPAIS UNION HIGH SCHOOL DISTRICT

ASSISTANT SUPERINTENDENT SALARY SCHEDULE

Effective July 1, 2025

(Amounts reflect a 4.0% increase from the 2024-25 salary schedule)

Certificated Position:

Assistant Superintendent of Educational Services

Classified Positions:

Assistant Superintendent of Human Resources
Assistant Superintendent of Business and Operations

Step	Annual - 222 days	Daily
1.	234,310	1,055.45
2.	240,417	1,082.96
3.	246,698	1,111.25
4.	253,138	1,140.26
5.	259,742	1,170.01
6.	266,527	1,200.57
7.	273,477	1,231.88
8.	280,619	1,264.05

Step	Annual - 260 days	Daily
1.	234,310	901.19
2.	240,417	924.68
3.	246,698	948.84
4.	253,138	973.61
5.	259,742	999.01
6.	266,527	1,025.10
7.	273,477	1,051.83
8.	280,619	1,079.30

Other:

1. By State Ed Code, the Assistant Superintendent of Educational Services is a certificated position and the work year is 222 days, or as otherwise designated by the Board of Trustees.
2. By State Ed Code, the Assistant Superintendents of Human Resources and Business and Operations are classified positions. Given requirements for mandatory vacation (22 days) and holidays (16 days), the work year is 260 compensated days, which results in 222 work days or as otherwise designated by the Board of Trustees.
3. The District contributes $30 per month to each administrator's IRC 125 Plan.
4. Assistant Superintendents are covered by the District's comprehensive Health Benefit package, capped at $20,000 for new employees hired outside the District after July 1, 2019.
5. Assistant Superintendents with a Masters Degree (or equivalent certification program plus 30 credits) receive an annual increment of $1,750; Assistant Superintendents with an earned doctorate receive an additional increment of $2,000.
6. Prior service credit will be awarded up to five years for those entering into the position from a position of comparable experience and responsibility.
7. Longevity Compensation: An additional payment, cumulative every three years beyond top step, 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 compensation.

Board Approved: May 20, 2025