

TWIN RIVERS UNIFIED SCHOOL DISTRICT

2026-2027

Certificated Administrative Annual Salary Schedule

Effective July 1, 2026

	Work Days	Grade	Step→ 1	2	3	4	5	6	7
Activity Director- High School	200	122	\$ 103,076	\$ 108,229	\$ 113,639	\$ 117,615	\$ 121,735	\$ 124,779	\$ 127,898
Activity Director- Middle School	200	122	\$ 103,076	\$ 108,229	\$ 113,639	\$ 117,615	\$ 121,735	\$ 124,779	\$ 127,898
Guidance and Learning Specialist - District	200	152	\$ 115,554	\$ 121,329	\$ 127,395	\$ 131,855	\$ 136,470	\$ 139,883	\$ 143,377
Guidance and Learning Specialist - Elementary	200	152	\$ 115,554	\$ 121,329	\$ 127,395	\$ 131,855	\$ 136,470	\$ 139,883	\$ 143,377
Vice Principal- Elementary	200	152	\$ 115,554	\$ 121,329	\$ 127,395	\$ 131,855	\$ 136,470	\$ 139,883	\$ 143,377
Coordinator Child Welfare	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator Curriculum & Instruction	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator ECE	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator English Learners	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator Health & Wellness	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator Instructional Technology	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator MTSS & Intervention	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator New Teacher Support & Contractor Services Management	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator Parent and Community Involvement	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator Professional Development	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator Special Education	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Coordinator Student Engagement	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Health & Wellness Administrator	209	155	\$ 120,726	\$ 126,761	\$ 133,101	\$ 137,759	\$ 142,579	\$ 146,145	\$ 149,799
Guidance and Learning Specialist - Middle School	205	173	\$ 127,827	\$ 134,218	\$ 140,929	\$ 145,863	\$ 150,967	\$ 154,740	\$ 158,610
Vice Principal- Adult Education	205	173	\$ 127,827	\$ 134,218	\$ 140,929	\$ 145,863	\$ 150,967	\$ 154,740	\$ 158,610
Vice Principal- Alternative Education	205	173	\$ 127,827	\$ 134,218	\$ 140,929	\$ 145,863	\$ 150,967	\$ 154,740	\$ 158,610
Vice Principal- Middle School	205	173	\$ 127,827	\$ 134,218	\$ 140,929	\$ 145,863	\$ 150,967	\$ 154,740	\$ 158,610
Deputy Principal - Middle School	207	184	\$ 134,099	\$ 140,804	\$ 147,844	\$ 153,019	\$ 158,373	\$ 162,333	\$ 166,395
Guidance and Learning Specialist - High School	207	184	\$ 134,099	\$ 140,804	\$ 147,844	\$ 153,019	\$ 158,373	\$ 162,333	\$ 166,395
Vice Principal- High School	207	184	\$ 134,099	\$ 140,804	\$ 147,844	\$ 153,019	\$ 158,373	\$ 162,333	\$ 166,395
Principal- Adult Education	210	186	\$ 136,033	\$ 142,834	\$ 149,975	\$ 155,226	\$ 160,658	\$ 164,676	\$ 168,792
Principal- Alternative Education	210	186	\$ 136,033	\$ 142,834	\$ 149,975	\$ 155,226	\$ 160,658	\$ 164,676	\$ 168,792
Principal- Elementary	210	186	\$ 136,033	\$ 142,834	\$ 149,975	\$ 155,226	\$ 160,658	\$ 164,676	\$ 168,792
Deputy Principal - High School	213	197	\$ 143,354	\$ 150,520	\$ 158,046	\$ 163,577	\$ 169,304	\$ 173,536	\$ 177,873
Principal - Middle School	213	197	\$ 143,354	\$ 150,520	\$ 158,046	\$ 163,577	\$ 169,304	\$ 173,536	\$ 177,873
Director Arts & Career Education	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director Counseling & College and Career Readiness	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director Early Childhood Education and Teacher Support	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director Early Childhood Special Education	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director English Learners	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director Human Resources and Labor Relations	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director School Advancement	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director Special Education	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director Student Services	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Director Title IX and Compliance	221	199	\$ 149,383	\$ 156,852	\$ 164,693	\$ 170,458	\$ 176,422	\$ 180,833	\$ 185,354
Network Principal	217	208	\$ 151,735	\$ 159,326	\$ 167,288	\$ 173,146	\$ 179,206	\$ 183,684	\$ 188,278
Principal- High School	217	208	\$ 151,735	\$ 159,326	\$ 167,288	\$ 173,146	\$ 179,206	\$ 183,684	\$ 188,278
Executive Director Elementary Education	221	239	\$ 174,162	\$ 182,868	\$ 192,012	\$ 198,734	\$ 205,690	\$ 210,833	\$ 216,103
Executive Director Learning Design and Professional Development	221	239	\$ 174,162	\$ 182,868	\$ 192,012	\$ 198,734	\$ 205,690	\$ 210,833	\$ 216,103
Executive Director Secondary Education	221	239	\$ 174,162	\$ 182,868	\$ 192,012	\$ 198,734	\$ 205,690	\$ 210,833	\$ 216,103
Executive Director Special Education/SELPA	221	239	\$ 174,162	\$ 182,868	\$ 192,012	\$ 198,734	\$ 205,690	\$ 210,833	\$ 216,103
Executive Director Special Projects and Equity	221	239	\$ 174,162	\$ 182,868	\$ 192,012	\$ 198,734	\$ 205,690	\$ 210,833	\$ 216,103
Associate Superintendent School Leadership	221	ASUP	\$ 253,589	\$ 261,197	\$ 269,032	\$ 277,103	\$ 285,416	\$ 293,979	\$ 302,799
Chief Human Resources Official	221	CHRO	\$ 266,467	\$ 274,462	\$ 282,696	\$ 291,177	\$ 299,911	\$ 308,909	\$ 318,176

Stipends	
Master's within annual salary	
Doctoral	\$2,000 yr.

Longevity			
10 yrs.	15 yrs.	20 yrs.	25 yrs.
2.5%	+ 2.5%	+ 2.5%	+ 2.5%

Stipends and Longevity do not apply to the Associate Superintendent School Leadership or the Chief Human Resources Official.

Board Approved 4-8-25:

- Executive Director Learning Design and Professional Development added
- Director Co-Curricular Activities and Teacher Induction deleted
- Director Instructional Implementation deleted
- Director Professional Development and Curriculum and Instruction deleted

Board Approved 5-13-25:

- Director School Advancement added
- Equity and Community Coordination Administrator deleted
- Coordinator Equity & Diversity deleted
- Coordinator Communities & Parent Involvement deleted
- Director English Learners corrected to match job description
- Director Human Resources and Labor Relations corrected to match job description

Board Approved 6-11-25:

- Deputy Principal - Middle School added
- Network Principal added

Board Approved 7-8-25; 2.0% increase effective July 1, 2026 (contingent upon revenue growth).