

TWIN RIVERS UNIFIED SCHOOL DISTRICT

2025-2026

Certificated Administrative Annual Salary Schedule

Effective July 1, 2025

	Work Days	Grade	Step→ 1	2	3	4	5	6	7
Activity Director- High School	200	122	\$ 101,055	\$ 106,107	\$ 111,411	\$ 115,309	\$ 119,348	\$ 122,332	\$ 125,390
Activity Director- Middle School	200	122	\$ 101,055	\$ 106,107	\$ 111,411	\$ 115,309	\$ 119,348	\$ 122,332	\$ 125,390
Guidance and Learning Specialist - District	200	152	\$ 113,288	\$ 118,950	\$ 124,897	\$ 129,270	\$ 133,794	\$ 137,140	\$ 140,566
Guidance and Learning Specialist - Elementary	200	152	\$ 113,288	\$ 118,950	\$ 124,897	\$ 129,270	\$ 133,794	\$ 137,140	\$ 140,566
Vice Principal- Elementary	200	155	\$ 113,288	\$ 118,950	\$ 124,897	\$ 129,270	\$ 133,794	\$ 137,140	\$ 140,566
Coordinator Child Welfare	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator Curriculum & Instruction	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator ECE	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator English Learners	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator Health & Wellness	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator Instructional Technology	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator MTSS & Intervention	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator New Teacher Support & Contractor Services Management	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator Parent and Community Involvement	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator Professional Development	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator Special Education	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Coordinator Student Engagement	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Health & Wellness Administrator	209	155	\$ 118,359	\$ 124,275	\$ 130,491	\$ 135,058	\$ 139,783	\$ 143,279	\$ 146,862
Guidance and Learning Specialist - Middle School	205	173	\$ 125,321	\$ 131,586	\$ 138,166	\$ 143,003	\$ 148,007	\$ 151,706	\$ 155,500
Vice Principal- Adult Education	205	173	\$ 125,321	\$ 131,586	\$ 138,166	\$ 143,003	\$ 148,007	\$ 151,706	\$ 155,500
Vice Principal- Alternative Education	205	173	\$ 125,321	\$ 131,586	\$ 138,166	\$ 143,003	\$ 148,007	\$ 151,706	\$ 155,500
Vice Principal- Middle School	205	173	\$ 125,321	\$ 131,586	\$ 138,166	\$ 143,003	\$ 148,007	\$ 151,706	\$ 155,500
Deputy Principal - Middle School	207	184	\$ 131,470	\$ 138,043	\$ 144,945	\$ 150,019	\$ 155,268	\$ 159,150	\$ 163,132
Guidance and Learning Specialist - High School	207	184	\$ 131,470	\$ 138,043	\$ 144,945	\$ 150,019	\$ 155,268	\$ 159,150	\$ 163,132
Vice Principal- High School	207	184	\$ 131,470	\$ 138,043	\$ 144,945	\$ 150,019	\$ 155,268	\$ 159,150	\$ 163,132
Principal- Adult Education	210	186	\$ 133,366	\$ 140,033	\$ 147,034	\$ 152,182	\$ 157,508	\$ 161,447	\$ 165,482
Principal- Alternative Education	210	186	\$ 133,366	\$ 140,033	\$ 147,034	\$ 152,182	\$ 157,508	\$ 161,447	\$ 165,482
Principal- Elementary	210	186	\$ 133,366	\$ 140,033	\$ 147,034	\$ 152,182	\$ 157,508	\$ 161,447	\$ 165,482
Deputy Principal - High School	213	197	\$ 140,543	\$ 147,569	\$ 154,947	\$ 160,370	\$ 165,984	\$ 170,133	\$ 174,385
Principal - Middle School	213	197	\$ 140,543	\$ 147,569	\$ 154,947	\$ 160,370	\$ 165,984	\$ 170,133	\$ 174,385
Director Arts & Career Education	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director Counseling & College and Career Readiness	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director Early Childhood Education and Teacher Support	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director Early Childhood Special Education	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director English Learners	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director Human Resources and Labor Relations	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director School Advancement	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director Special Education	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director Student Services	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Director Title IX and Compliance	221	199	\$ 146,454	\$ 153,776	\$ 161,464	\$ 167,116	\$ 172,963	\$ 177,287	\$ 181,720
Network Principal	217	208	\$ 148,760	\$ 156,202	\$ 164,008	\$ 169,751	\$ 175,692	\$ 180,082	\$ 184,586
Principal- High School	217	208	\$ 148,760	\$ 156,202	\$ 164,008	\$ 169,751	\$ 175,692	\$ 180,082	\$ 184,586
Executive Director Elementary Education	221	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Executive Director Learning Design and Professional Development	221	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Executive Director Secondary Education	221	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Executive Director Special Education/SELPA	221	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Executive Director Special Projects and Equity	221	239	\$ 170,747	\$ 179,282	\$ 188,247	\$ 194,837	\$ 201,657	\$ 206,699	\$ 211,866
Associate Superintendent School Leadership	221	ASUP	\$ 248,617	\$ 256,075	\$ 263,757	\$ 271,670	\$ 279,820	\$ 288,215	\$ 296,862
Chief Human Resources Official	221	CHRO	\$ 261,242	\$ 269,080	\$ 277,153	\$ 285,468	\$ 294,030	\$ 302,852	\$ 311,937

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, effective July 1, 2025:

- 2.5% salary increase and longevity changed to 2.5%.