

THATCHER UNIFIED SCHOOL DISTRICT # 4
ADMINISTRATIVE AND SUPPORT STAFF SALARY SCHEDULE
2026-27

SUPERVISOR		SUPERVISOR		GUIDANCE COUNSELOR		Curriculum Coach Dean of Students Ed Specialist 7-12 Ed Specialist Pre K-6 Student Success Advisor *	ASSISTANT PRINCIPAL		DIRECTOR	PRINCIPAL			ASSISTANT SUPERINTENDENT
	Food Service	Maintenance Network Assistant *** Operations Transportation		K-12	K-12	Multiple Any combination of grades	Multiple K-8	Secondary 9-12	Educational Services Financial Services Network Systems Operations Special Services (12 mo.)	Primary (K-2) Elementary (3-6)	Middle School (7-8) -	High School 9-12 or Multiple K-8	
	(10 mo.)	(12 mo.)		(10 mo.)	(12 mo.)	(10 mo.)	(10 mo.)	(10 mo.)	(12 mo.)	(12 mo.)	(12 mo.)	(12 mo.)	(12 mo.)
INDEX 5.000%													
	A	B		C			D	E	F	G	H	I	
Base	\$42,919	\$65,948		\$70,565	\$77,620	Certified Salary Schedule Based on credentials *	\$75,564	\$79,342	\$83,309	\$87,475	\$91,849	\$96,441	\$101,263
Maximum	\$61,374	\$94,306		\$100,908	\$110,997	Certified Salary Schedule Based on credentials	\$108,057	\$113,459	\$119,132	\$125,089	\$131,343	\$137,911	\$144,806
Index	1.430	1.430		1.430	1.430		1.430	1.430	1.430	1.430	1.430	1.430	1.430
Column Base Increase	0.00%			Additional column increase		\$0 Assistant Principal (D)							

PLACEMENT

New/returning personnel are placed on the schedule according to (1) credentials in hand at the time of employment and (2) years of relevant experience in other public school districts.

EXPERIENCE CREDIT

At the time of placement, the employee's salary will be increased by 1% of the appropriate column base for each year of verified experience, up to 10 years, excluding "Dean of Students". See below for Dean position placement/experience.

EDUCATION CREDIT

Education compensation is awarded for each increment of 12 graduate credits beyond a master's degree, not to exceed 8 increments. Rate of compensation is the same as that provided on the certified salary schedule.

To claim education credits, the employee must provide notice to the Superintendent and submit credentials within announced time lines.

The Governing Board reserves the right to limit or deny education credits upon review of transcripts.

ADVANCEMENT

Salary advancement for continuing employees is determined annually by the Governing Board.

To claim education credits, the employee must provide notice to the Superintendent and submit credentials within announced time lines.

Curriculum Coach, Dean of Students, Ed Specialist and Student Success Advisor

Starting salary for the position will be determined using the "Placement (New Hire)" as defined on the Certified salary schedule.

* Annual salary increase, as approved by the Governing Board, shall be based on the certified salary schedule.

*** Network Assistant is not considered a supervisor and reports to the Director of Technology

It is not guaranteed nor implied in any way that positions listed on this schedule will be filled or are available for staffing.

ADOPTED: 5/14/2026

INCREASE TO CURRENT SALARY * 2.00%
 * As Applicable