

**San Mateo-Foster City School District
2016-2017 Management Salary Schedule
Includes 5% increase effective July 1, 2016**

Management Entry Level Salaries (MGREAG)

Board Approved: Pending

Position	Work Days	Per Diem	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
			A	B	C	D	E	F	G
E1 Directors	225	\$ 652.18	\$ 146,740	\$ 147,852	\$ 149,522	\$ 148,966	\$ 150,636	\$ 148,409	\$ 147,853
E2 Principal - Elem	208	\$ 646.03	\$ 134,375	\$ 135,488	\$ 137,158	\$ 136,601	\$ 138,270	\$ 136,044	\$ 135,488
E3 Principal - Middle	208	\$ 652.18	\$ 135,653	\$ 136,766	\$ 138,435	\$ 137,879	\$ 139,548	\$ 137,322	\$ 136,766
E4 Principal on Special Assignment	220	\$ 646.03	\$ 142,127	\$ 143,240	\$ 144,910	\$ 144,353	\$ 146,023	\$ 143,797	\$ 143,240
E5 Principal on Special Assignment	208	\$ 646.03	\$ 134,375	\$ 135,488	\$ 137,157	\$ 136,601	\$ 138,270	\$ 136,044	\$ 135,488
E6 Assistant Principal	208	\$ 589.74	\$ 122,667	\$ 123,779	\$ 125,449	\$ 124,893	\$ 126,562	\$ 124,336	\$ 123,779
E7 Asst. Director M & O	215	\$ 589.74	\$ 126,795	\$ 127,908	\$ 129,577	\$ 129,021	\$ 130,690	\$ 128,464	\$ 127,908
E8 M & O Manager	225	\$ 563.56	\$ 126,800	\$ 127,913	\$ 129,583	\$ 129,026	\$ 130,696	\$ 128,470	\$ 127,913
E9 M & O Supervisor	225	\$ 362.17	\$ 81,487	\$ 82,600	\$ 84,270	\$ 83,714	\$ 85,383	\$ 83,157	\$ 82,600
E10 Administrator/Food Service	225	\$ 589.74	\$ 132,692	\$ 133,805	\$ 135,475	\$ 134,919	\$ 136,588	\$ 134,362	\$ 133,805
E11 Coordinator/Ed. Services	208	\$ 589.74	\$ 122,667	\$ 123,779	\$ 125,449	\$ 124,893	\$ 126,562	\$ 124,336	\$ 123,779
E12 Coordinator/Community Serv	208	\$ 589.74	\$ 122,667	\$ 123,779	\$ 125,449	\$ 124,893	\$ 126,562	\$ 124,336	\$ 123,779
E13 Coordinator/Human Resource	215	\$ 589.74	\$ 126,795	\$ 127,908	\$ 129,577	\$ 129,021	\$ 130,690	\$ 128,464	\$ 127,908
E14 Coordinator/Annex	208	\$ 589.74	\$ 122,667	\$ 123,722	\$ 125,306	\$ 124,778	\$ 126,362	\$ 124,250	\$ 123,722
E15 Sr. Construction Project Mgr.	225	\$ 561.14	\$ 126,257	\$ 127,370	\$ 129,039	\$ 128,483	\$ 130,152	\$ 127,926	\$ 127,370
E16 Construction Project Mgr.	225	\$ 514.80	\$ 115,831	\$ 116,944	\$ 118,614	\$ 118,057	\$ 119,728	\$ 117,501	\$ 116,944
E17 Construction Project Engineer	225	\$ 362.17	\$ 81,487	\$ 82,600	\$ 84,270	\$ 83,713	\$ 85,383	\$ 83,157	\$ 82,600
E18 Controller	225	\$ 589.74	\$ 132,692	\$ 133,805	\$ 135,475	\$ 134,919	\$ 136,588	\$ 134,362	\$ 133,805

Annual Stipends:

- PI Stipend for Principal of Program Improvement School - \$2,000 per year
- Mileage Stipend - \$80 per month
- Cell Phone Stipend - \$50 per month

H & W Benefits:

- Monthly Cap for Health Benefits for employee and/or family, no cash back - \$1,000
- Dental & Vision for Employee and family, no cash back - fully covered
- Term Life Insurance - \$75,000

Vacation:

- Twelve month employees - 20 vacation days per year
- Maximum rollover of vacation balance - 20 days
- Maximum Total vacation in any one year - 40 days

Retiree Medical Benefits:**Hired into management position PRIOR to July 1, 2003:**

- Health/Dental/Vision upon retirement for employee for life after 5 years of service in management position in District
- Hired into management position on or after July 1, 2003:

- Health/Dental/Vision upon retirement for employee for life after 10 years of service in management position in District
- Hired into management position on or after July 1, 2011:

- Health/Dental/Vision upon retirement for employee for life after 20 years of service in management position in District
- If an employee has earned lifetime benefits under a teacher or classified contract in the district, that employee retains the benefits from that position if she/he retires prior to earning the management retiree benefits.

**San Mateo-Foster City School District
2016-2017 Management Salary Schedule
Includes 5% increase effective July 1, 2016**

Management Salaries Years 2 - 5 (MGRBAG)

Board Approved: Pending

Position	Work Days	Per Diem	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
			A	B	C	D	E	F	G
B1 Directors	225	\$ 717.38	\$ 161,411	\$ 162,524	\$ 164,193	\$ 163,637	\$ 165,306	\$ 163,080	\$ 162,524
B2 Principal - Elem	208	\$ 710.64	\$ 147,813	\$ 148,926	\$ 150,596	\$ 150,039	\$ 151,709	\$ 149,483	\$ 148,926
B3 Principal - Middle	208	\$ 717.38	\$ 149,215	\$ 150,328	\$ 151,997	\$ 151,441	\$ 153,111	\$ 150,884	\$ 150,328
B4 Principal on Special Assignment	220	\$ 710.64	\$ 156,341	\$ 157,454	\$ 159,123	\$ 158,567	\$ 160,236	\$ 158,010	\$ 157,454
B5 Principal on Special Assignment	208	\$ 710.64	\$ 147,813	\$ 148,926	\$ 150,596	\$ 150,039	\$ 151,709	\$ 149,483	\$ 148,926
B6 Assistant Principal	208	\$ 648.73	\$ 134,936	\$ 136,049	\$ 137,719	\$ 137,162	\$ 138,832	\$ 136,606	\$ 136,049
B7 Asst. Director M & O	215	\$ 648.73	\$ 139,477	\$ 140,590	\$ 142,260	\$ 141,703	\$ 143,373	\$ 141,147	\$ 140,590
B8 M & O Manager	225	\$ 619.91	\$ 139,480	\$ 140,593	\$ 142,262	\$ 141,706	\$ 143,375	\$ 141,149	\$ 140,593
B9 M & O Supervisor	225	\$ 398.39	\$ 89,638	\$ 90,751	\$ 92,421	\$ 91,864	\$ 93,534	\$ 91,308	\$ 90,751
B10 Administrator/Food Service	225	\$ 648.73	\$ 145,965	\$ 147,078	\$ 148,747	\$ 148,191	\$ 149,860	\$ 147,634	\$ 147,078
B11 Coordinator/Ed. Services	208	\$ 648.73	\$ 134,936	\$ 136,049	\$ 137,719	\$ 137,162	\$ 138,832	\$ 136,606	\$ 136,049
B12 Coordinator/Community Serv	208	\$ 648.73	\$ 134,936	\$ 136,049	\$ 137,719	\$ 137,162	\$ 138,832	\$ 136,606	\$ 136,049
B13 Coordinator/Human Resource	215	\$ 648.73	\$ 139,477	\$ 140,590	\$ 142,260	\$ 141,703	\$ 143,373	\$ 141,147	\$ 140,590
B14 Coordinator/Annex	208	\$ 648.73	\$ 134,936	\$ 135,992	\$ 137,576	\$ 137,048	\$ 138,632	\$ 136,520	\$ 135,992
B15 Sr. Construction Project Mgr.	225	\$ 617.26	\$ 138,884	\$ 139,997	\$ 141,667	\$ 141,110	\$ 142,780	\$ 140,554	\$ 139,997
B16 Construction Project Mgr.	225	\$ 566.30	\$ 127,417	\$ 128,530	\$ 130,199	\$ 129,643	\$ 131,312	\$ 129,086	\$ 128,530
B17 Construction Project Engineer	225	\$ 398.39	\$ 89,638	\$ 90,751	\$ 92,421	\$ 91,865	\$ 93,534	\$ 91,308	\$ 90,751
B18 Controller	225	\$ 648.73	\$ 145,965	\$ 147,078	\$ 148,747	\$ 148,191	\$ 149,860	\$ 147,634	\$ 147,078

Annual Stipends:

PI Stipend for Principal of Program Improvement School - \$2,000 per year
Mileage Stipend - \$80 per month
Cell Phone Stipend - \$50 per month

H & W Benefits:

Monthly Cap for Health Benefits for employee and/or family, no cash back - \$1,000
Dental & Vision for Employee and family, no cash back - fully covered
Term Life Insurance - \$75,000

Vacation:

Twelve month employees - 20 vacation days per year
Maximum rollover of vacation balance - 20 days
Maximum Total vacation in any one year - 40 days

Retiree Medical Benefits:

Hired into management position PRIOR to July 1, 2003:
Health/Dental/Vision upon retirement for employee for life after 5 years of service in management position in District
Hired into management position on or after July 1, 2003:
Health/Dental/Vision upon retirement for employee for life after 10 years of service in management position in District
Hired into management position on or after July 1, 2011:
Health/Dental/Vision upon retirement for employee for life after 20 years of service in management position in District
If an employee has earned lifetime benefits under a teacher or classified contract in the district,
that employee retains the benefits from that position if she/he retires prior to earning the management retiree benefits.

**San Mateo-Foster City School District
2016-2017 Management Salary Schedule
Includes 5% Increase effective July 1, 2016**

Management Salaries Years 6-10 (MGRBHN)

Board Approved: Pending

Position	Work Days	Per Diem +2%	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
			H	I	J	K	L	M	N
B1 Directors	225	\$ 731.73	\$ 164,639	\$ 165,752	\$ 167,421	\$ 166,865	\$ 168,534	\$ 166,308	\$ 165,752
B2 Principal - Elem	208	\$ 724.85	\$ 150,769	\$ 151,882	\$ 153,552	\$ 152,995	\$ 154,665	\$ 152,439	\$ 151,882
B3 Principal - Middle	208	\$ 731.73	\$ 152,200	\$ 153,313	\$ 154,982	\$ 154,426	\$ 156,095	\$ 153,869	\$ 153,313
B4 Principal on Special Assignment	220	\$ 724.85	\$ 159,468	\$ 160,581	\$ 162,250	\$ 161,694	\$ 163,363	\$ 161,137	\$ 160,581
B5 Principal on Special Assignment	208	\$ 724.85	\$ 150,769	\$ 151,882	\$ 153,552	\$ 152,995	\$ 154,665	\$ 152,439	\$ 151,882
B6 Assistant Principal	208	\$ 661.71	\$ 137,635	\$ 138,748	\$ 140,417	\$ 139,861	\$ 141,530	\$ 139,304	\$ 138,748
B7 Asst. Director M & O	215	\$ 661.71	\$ 142,267	\$ 143,380	\$ 145,049	\$ 144,493	\$ 146,162	\$ 143,936	\$ 143,380
B8 M & O Manager	225	\$ 632.31	\$ 142,269	\$ 143,382	\$ 145,052	\$ 144,495	\$ 146,165	\$ 143,939	\$ 143,382
B9 M & O Supervisor	225	\$ 406.36	\$ 91,431	\$ 92,544	\$ 94,213	\$ 93,657	\$ 95,326	\$ 93,100	\$ 92,544
B10 Administrator/Food Service	225	\$ 661.71	\$ 148,884	\$ 149,997	\$ 151,667	\$ 151,110	\$ 152,780	\$ 150,553	\$ 149,997
B11 Coordinator/Ed. Services	208	\$ 661.71	\$ 137,635	\$ 138,748	\$ 140,417	\$ 139,861	\$ 141,530	\$ 139,304	\$ 138,748
B12 Coordinator/Community Serv	208	\$ 661.71	\$ 137,635	\$ 138,748	\$ 140,417	\$ 139,861	\$ 141,530	\$ 139,304	\$ 138,748
B13 Coordinator/Human Resource	215	\$ 661.71	\$ 142,267	\$ 143,380	\$ 145,049	\$ 144,493	\$ 146,162	\$ 143,936	\$ 143,380
B14 Coordinator/Annex	208	\$ 661.71	\$ 137,635	\$ 138,691	\$ 140,275	\$ 139,747	\$ 141,331	\$ 139,219	\$ 138,691
B15 Sr. Construction Project Mgr.	225	\$ 629.61	\$ 141,662	\$ 142,775	\$ 144,444	\$ 143,888	\$ 145,558	\$ 143,331	\$ 142,775
B16 Construction Project Mgr.	225	\$ 577.62	\$ 129,965	\$ 131,078	\$ 132,748	\$ 132,191	\$ 133,860	\$ 131,635	\$ 131,078
B17 Construction Project Engineer	225	\$ 406.36	\$ 91,431	\$ 92,544	\$ 94,213	\$ 93,657	\$ 95,326	\$ 93,100	\$ 92,544
B18 Controller	225	\$ 661.71	\$ 148,884	\$ 149,997	\$ 151,667	\$ 151,110	\$ 152,779	\$ 150,553	\$ 149,997

Annual Stipends:

PI Stipend for Principal of Program Improvement School - \$2,000 per year
 Mileage Stipend - \$80 per month
 Cell Phone Stipend - \$50 per month

H & W Benefits:

Monthly Cap for Health Benefits for employee and/or family, no cash back - \$1,000
 Dental & Vision for Employee and family, no cash back - fully covered
 Term Life Insurance - \$75,000

Vacation:

Twelve month employees - 20 vacation days per year
 Maximum rollover of vacation balance - 20 days
 Maximum Total vacation in any one year - 40 days

Retiree Medical Benefits:

Hired into management position PRIOR to July 1, 2003:
 Health/Dental/Vision upon retirement for employee for life after 5 years of service in management position in District
 Hired into management position on or after July 1, 2003:
 Health/Dental/Vision upon retirement for employee for life after 10 years of service in management position in District
 Hired into management position on or after July 1, 2011:
 Health/Dental/Vision upon retirement for employee for life after 20 years of service in management position in District
 If an employee has earned lifetime benefits under a teacher or classified contract in the district,
 that employee retains the benefits from that position if she/he retires prior to earning the management retiree benefits.

**San Mateo-Foster City School District
2016-2017 Management Salary Schedule
Includes 5% Increase effective July 1, 2016**

Management Salaries Years 11+ (MGRBOU)

Board Approved: Pending

Position	Work Days	Per Diem +2%	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
			O	P	Q	R	S	T	U
B1 Directors	225	\$ 746.36	\$ 167,932	\$ 169,045	\$ 170,714	\$ 170,158	\$ 171,827	\$ 169,601	\$ 169,045
B2 Principal - Elem	208	\$ 739.35	\$ 153,785	\$ 154,898	\$ 156,567	\$ 156,011	\$ 157,680	\$ 155,454	\$ 154,898
B3 Principal - Middle	208	\$ 746.36	\$ 155,244	\$ 156,356	\$ 158,026	\$ 157,470	\$ 159,139	\$ 156,913	\$ 156,356
B4 Principal on Special Assignment	220	\$ 739.35	\$ 162,657	\$ 163,770	\$ 165,439	\$ 164,883	\$ 166,552	\$ 164,326	\$ 163,770
B5 Principal on Special Assignment	208	\$ 739.35	\$ 153,785	\$ 154,898	\$ 156,567	\$ 156,011	\$ 157,680	\$ 155,454	\$ 154,898
B6 Assistant Principal	208	\$ 674.94	\$ 140,388	\$ 141,501	\$ 143,170	\$ 142,614	\$ 144,283	\$ 142,057	\$ 141,501
B7 Asst. Director M & O	215	\$ 674.94	\$ 145,112	\$ 146,225	\$ 147,895	\$ 147,338	\$ 149,008	\$ 146,782	\$ 146,225
B8 M & O Manager	225	\$ 644.95	\$ 145,115	\$ 146,227	\$ 147,897	\$ 147,341	\$ 149,011	\$ 146,784	\$ 146,227
B9 M & O Supervisor	225	\$ 414.49	\$ 93,259	\$ 94,372	\$ 96,042	\$ 95,485	\$ 97,155	\$ 94,929	\$ 94,372
B10 Administrator/Food Service	225	\$ 674.94	\$ 151,862	\$ 152,975	\$ 154,644	\$ 154,088	\$ 155,757	\$ 153,531	\$ 152,975
B11 Coordinator/Ed. Services	208	\$ 674.94	\$ 140,388	\$ 141,501	\$ 143,170	\$ 142,614	\$ 144,283	\$ 142,057	\$ 141,501
B12 Coordinator/Community Serv	208	\$ 674.94	\$ 140,388	\$ 141,501	\$ 143,170	\$ 142,614	\$ 144,283	\$ 142,057	\$ 141,501
B13 Coordinator/Human Resource	215	\$ 674.94	\$ 145,112	\$ 146,225	\$ 147,895	\$ 147,338	\$ 149,008	\$ 146,781	\$ 146,225
B14 Coordinator/Annex	208	\$ 674.94	\$ 140,388	\$ 141,444	\$ 143,027	\$ 142,499	\$ 144,083	\$ 141,972	\$ 141,444
B15 Sr. Construction Project Mgr.	225	\$ 642.20	\$ 144,495	\$ 145,608	\$ 147,278	\$ 146,721	\$ 148,391	\$ 146,165	\$ 145,608
B16 Construction Project Mgr.	225	\$ 589.17	\$ 132,564	\$ 133,677	\$ 135,347	\$ 134,790	\$ 136,460	\$ 134,234	\$ 133,677
B17 Construction Project Engineer	225	\$ 414.49	\$ 93,259	\$ 94,372	\$ 96,042	\$ 95,485	\$ 97,155	\$ 94,929	\$ 94,372
B18 Controller	225	\$ 674.94	\$ 151,862	\$ 152,975	\$ 154,644	\$ 154,088	\$ 155,757	\$ 153,531	\$ 152,975

Annual Stipends:

- PI Stipend for Principal of Program Improvement School - \$2,000 per year
- Mileage Stipend - \$80 per month
- Cell Phone Stipend - \$50 per month

H & W Benefits:

- Monthly Cap for Health Benefits for employee and/or family, no cash back - \$1,000
- Dental & Vision for Employee and family, no cash back - fully covered
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Vacation:

- Twelve month employees - 20 vacation days per year
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Retiree Medical Benefits:

- Hired into management position PRIOR to July 1, 2003:
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- Hired into management position on or after July 1, 2003:
 - Health/Dental/Vision upon retirement for employee for life after 10 years of service in management position in District
- Hired into management position on or after July 1, 2011:
 - Health/Dental/Vision upon retirement for employee for life after 20 years of service in management position in District
- If an employee has earned lifetime benefits under a teacher or classified contract in the district, that employee retains the benefits from that position if she/he retires prior to earning the management retiree benefits.