

**San Mateo-Foster City School District
2017-2018 Management Salary Schedule
Includes 3% increase effective July 1, 2017**

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	\$ 671.74	\$ 151,142	\$ 152,288	\$ 154,007	\$ 153,435	\$ 155,155	\$ 152,862	\$ 152,288
E2 Principal - Elem	208	\$ 665.41	\$ 138,406	\$ 139,553	\$ 141,273	\$ 140,699	\$ 142,419	\$ 140,126	\$ 139,553
E3 Principal - Middle	208	\$ 671.74	\$ 139,722	\$ 140,869	\$ 142,588	\$ 142,015	\$ 143,735	\$ 141,442	\$ 140,869
E4 Principal on Special Assignment	220	\$ 665.41	\$ 146,391	\$ 147,538	\$ 149,257	\$ 148,684	\$ 150,404	\$ 148,111	\$ 147,538
E5 Principal on Special Assignment	208	\$ 665.41	\$ 138,406	\$ 139,553	\$ 141,272	\$ 140,699	\$ 142,419	\$ 140,126	\$ 139,553
E6 Assistant Principal	208	\$ 607.44	\$ 126,347	\$ 127,493	\$ 129,212	\$ 128,639	\$ 130,359	\$ 128,066	\$ 127,493
E7 Asst. Director M & O	215	\$ 607.44	\$ 130,599	\$ 131,745	\$ 133,465	\$ 132,891	\$ 134,611	\$ 132,318	\$ 131,745
E8 M & O Manager	225	\$ 580.46	\$ 130,604	\$ 131,751	\$ 133,470	\$ 132,897	\$ 134,617	\$ 132,324	\$ 131,751
E9 M & O Supervisor	225	\$ 373.03	\$ 83,932	\$ 85,078	\$ 86,798	\$ 86,225	\$ 87,945	\$ 85,652	\$ 85,078
E10 Administrator/Food Service	225	\$ 607.44	\$ 136,673	\$ 137,819	\$ 139,539	\$ 138,966	\$ 140,686	\$ 138,393	\$ 137,819
E11 Coordinator/Ed. Services	208	\$ 607.44	\$ 126,347	\$ 127,493	\$ 129,212	\$ 128,639	\$ 130,359	\$ 128,066	\$ 127,493
E12 Coordinator/Community Serv	208	\$ 607.44	\$ 126,347	\$ 127,493	\$ 129,212	\$ 128,639	\$ 130,359	\$ 128,066	\$ 127,493
E13 Coordinator/Human Resource	215	\$ 607.44	\$ 130,599	\$ 131,745	\$ 133,465	\$ 132,891	\$ 134,611	\$ 132,318	\$ 131,745
E14 Coordinator/Annex	208	\$ 607.44	\$ 126,347	\$ 127,434	\$ 129,066	\$ 128,522	\$ 130,153	\$ 127,978	\$ 127,434
E15 Sr. Construction Project Mgr.	225	\$ 577.98	\$ 130,044	\$ 131,191	\$ 132,911	\$ 132,337	\$ 134,057	\$ 131,764	\$ 131,191
E16 Construction Project Mgr.	225	\$ 530.25	\$ 119,306	\$ 120,452	\$ 122,172	\$ 121,599	\$ 123,319	\$ 121,026	\$ 120,452
E17 Construction Project Engineer	225	\$ 373.03	\$ 83,932	\$ 85,078	\$ 86,798	\$ 86,225	\$ 87,944	\$ 85,652	\$ 85,078
E18 Controller	225	\$ 607.44	\$ 136,673	\$ 137,819	\$ 139,539	\$ 138,966	\$ 140,686	\$ 138,393	\$ 137,819

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
2017-2018 Management Salary Schedule
Includes 3% Increase effective July 1, 2017**

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	\$ 738.90	\$ 166,253	\$ 167,399	\$ 169,119	\$ 168,546	\$ 170,265	\$ 167,973	\$ 167,399
B2 Principal - Elem	208	\$ 731.96	\$ 152,248	\$ 153,394	\$ 155,114	\$ 154,540	\$ 156,260	\$ 153,967	\$ 153,394
B3 Principal - Middle	208	\$ 738.90	\$ 153,692	\$ 154,838	\$ 156,557	\$ 155,984	\$ 157,704	\$ 155,411	\$ 154,838
B4 Principal on Special Assignment	220	\$ 731.96	\$ 161,031	\$ 162,177	\$ 163,897	\$ 163,324	\$ 165,043	\$ 162,751	\$ 162,177
B5 Principal on Special Assignment	208	\$ 731.96	\$ 152,248	\$ 153,394	\$ 155,114	\$ 154,540	\$ 156,260	\$ 153,967	\$ 153,394
B6 Assistant Principal	208	\$ 668.19	\$ 138,984	\$ 140,131	\$ 141,850	\$ 141,277	\$ 142,997	\$ 140,704	\$ 140,131
B7 Asst. Director M & O	215	\$ 668.19	\$ 143,662	\$ 144,808	\$ 146,528	\$ 145,954	\$ 147,674	\$ 145,381	\$ 144,808
B8 M & O Manager	225	\$ 638.51	\$ 143,664	\$ 144,810	\$ 146,530	\$ 145,957	\$ 147,676	\$ 145,384	\$ 144,810
B9 M & O Supervisor	225	\$ 410.34	\$ 92,327	\$ 93,474	\$ 95,193	\$ 94,620	\$ 96,340	\$ 94,047	\$ 93,474
B10 Administrator/Food Service	225	\$ 668.19	\$ 150,344	\$ 151,490	\$ 153,210	\$ 152,636	\$ 154,356	\$ 152,063	\$ 151,490
B11 Coordinator/Ed. Services	208	\$ 668.19	\$ 138,984	\$ 140,131	\$ 141,850	\$ 141,277	\$ 142,997	\$ 140,704	\$ 140,131
B12 Coordinator/Community Serv	208	\$ 668.19	\$ 138,984	\$ 140,131	\$ 141,850	\$ 141,277	\$ 142,997	\$ 140,704	\$ 140,131
B13 Coordinator/Human Resource	215	\$ 668.19	\$ 143,662	\$ 144,808	\$ 146,528	\$ 145,954	\$ 147,674	\$ 145,381	\$ 144,808
B14 Coordinator/Annex	208	\$ 668.19	\$ 138,984	\$ 140,072	\$ 141,703	\$ 141,160	\$ 142,791	\$ 140,616	\$ 140,072
B15 Sr. Construction Project Mgr.	225	\$ 635.78	\$ 143,051	\$ 144,197	\$ 145,917	\$ 145,344	\$ 147,063	\$ 144,770	\$ 144,197
B16 Construction Project Mgr.	225	\$ 583.29	\$ 131,239	\$ 132,386	\$ 134,105	\$ 133,532	\$ 135,252	\$ 132,959	\$ 132,386
B17 Construction Project Engineer	225	\$ 410.34	\$ 92,327	\$ 93,474	\$ 95,193	\$ 94,621	\$ 96,340	\$ 94,047	\$ 93,474
B18 Controller	225	\$ 668.19	\$ 150,344	\$ 151,490	\$ 153,210	\$ 152,636	\$ 154,356	\$ 152,063	\$ 151,490

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
2017-2018 Management Salary Schedule
Includes 3% Increase effective July 1, 2017**

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	\$ 753.68	\$ 169,578	\$ 170,724	\$ 172,444	\$ 171,871	\$ 173,590	\$ 171,298	\$ 170,724
B2 Principal - Elem	208	\$ 746.60	\$ 155,292	\$ 156,439	\$ 158,158	\$ 157,585	\$ 159,305	\$ 157,012	\$ 156,439
B3 Principal - Middle	208	\$ 753.68	\$ 156,766	\$ 157,912	\$ 159,632	\$ 159,058	\$ 160,778	\$ 158,485	\$ 157,912
B4 Principal on Special Assignment	220	\$ 746.60	\$ 164,252	\$ 165,398	\$ 167,118	\$ 166,544	\$ 168,264	\$ 165,971	\$ 165,398
B5 Principal on Special Assignment	208	\$ 746.60	\$ 155,292	\$ 156,439	\$ 158,159	\$ 157,585	\$ 159,305	\$ 157,012	\$ 156,439
B6 Assistant Principal	208	\$ 681.56	\$ 141,764	\$ 142,910	\$ 144,630	\$ 144,057	\$ 145,776	\$ 143,484	\$ 142,910
B7 Asst. Director M & O	215	\$ 681.56	\$ 146,535	\$ 147,681	\$ 149,401	\$ 148,828	\$ 150,547	\$ 148,255	\$ 147,681
B8 M & O Manager	225	\$ 651.28	\$ 146,537	\$ 147,684	\$ 149,403	\$ 148,830	\$ 150,550	\$ 148,257	\$ 147,684
B9 M & O Supervisor	225	\$ 418.55	\$ 94,174	\$ 95,320	\$ 97,040	\$ 96,466	\$ 98,186	\$ 95,893	\$ 95,320
B10 Administrator/Food Service	225	\$ 681.56	\$ 153,351	\$ 154,497	\$ 156,217	\$ 155,643	\$ 157,363	\$ 155,070	\$ 154,497
B11 Coordinator/Ed. Services	208	\$ 681.56	\$ 141,764	\$ 142,910	\$ 144,630	\$ 144,057	\$ 145,776	\$ 143,484	\$ 142,910
B12 Coordinator/Community Serv	208	\$ 681.56	\$ 141,764	\$ 142,910	\$ 144,630	\$ 144,057	\$ 145,776	\$ 143,484	\$ 142,910
B13 Coordinator/Human Resource	215	\$ 681.56	\$ 146,535	\$ 147,681	\$ 149,401	\$ 148,828	\$ 150,547	\$ 148,255	\$ 147,681
B14 Coordinator/Annex	208	\$ 681.56	\$ 141,764	\$ 142,852	\$ 144,483	\$ 143,939	\$ 145,571	\$ 143,396	\$ 142,852
B15 Sr. Construction Project Mgr.	225	\$ 648.50	\$ 145,912	\$ 147,058	\$ 148,778	\$ 148,205	\$ 149,924	\$ 147,631	\$ 147,058
B16 Construction Project Mgr.	225	\$ 594.95	\$ 133,864	\$ 135,010	\$ 136,730	\$ 136,157	\$ 137,876	\$ 135,584	\$ 135,010
B17 Construction Project Engineer	225	\$ 418.55	\$ 94,174	\$ 95,320	\$ 97,040	\$ 96,466	\$ 98,186	\$ 95,893	\$ 95,320
B18 Controller	225	\$ 681.56	\$ 153,351	\$ 154,497	\$ 156,217	\$ 155,643	\$ 157,363	\$ 155,070	\$ 154,497

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
2017-2018 Management Salary Schedule
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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	\$ 768.75	\$ 172,970	\$ 174,116	\$ 175,836	\$ 175,262	\$ 176,982	\$ 174,689	\$ 174,116
B2 Principal - Elem	208	\$ 761.53	\$ 158,398	\$ 159,545	\$ 161,264	\$ 160,691	\$ 162,411	\$ 160,118	\$ 159,545
B3 Principal - Middle	208	\$ 768.75	\$ 159,901	\$ 161,047	\$ 162,767	\$ 162,194	\$ 163,913	\$ 161,620	\$ 161,047
B4 Principal on Special Assignment	220	\$ 761.53	\$ 167,537	\$ 168,683	\$ 170,403	\$ 169,829	\$ 171,549	\$ 169,256	\$ 168,683
B5 Principal on Special Assignment	208	\$ 761.53	\$ 158,398	\$ 159,545	\$ 161,264	\$ 160,691	\$ 162,411	\$ 160,118	\$ 159,545
B6 Assistant Principal	208	\$ 695.19	\$ 144,599	\$ 145,746	\$ 147,465	\$ 146,892	\$ 148,612	\$ 146,319	\$ 145,746
B7 Asst. Director M & O	215	\$ 695.19	\$ 149,466	\$ 150,612	\$ 152,332	\$ 151,758	\$ 153,478	\$ 151,185	\$ 150,612
B8 M & O Manager	225	\$ 664.30	\$ 149,468	\$ 150,614	\$ 152,334	\$ 151,761	\$ 153,481	\$ 151,188	\$ 150,614
B9 M & O Supervisor	225	\$ 426.92	\$ 96,057	\$ 97,204	\$ 98,923	\$ 98,350	\$ 100,069	\$ 97,777	\$ 97,204
B10 Administrator/Food Service	225	\$ 695.19	\$ 156,418	\$ 157,564	\$ 159,284	\$ 158,711	\$ 160,430	\$ 158,137	\$ 157,564
B11 Coordinator/Ed. Services	208	\$ 695.19	\$ 144,599	\$ 145,746	\$ 147,465	\$ 146,892	\$ 148,612	\$ 146,319	\$ 145,746
B12 Coordinator/Community Serv	208	\$ 695.19	\$ 144,599	\$ 145,746	\$ 147,465	\$ 146,892	\$ 148,612	\$ 146,319	\$ 145,746
B13 Coordinator/Human Resource	215	\$ 695.19	\$ 149,466	\$ 150,612	\$ 152,332	\$ 151,758	\$ 153,478	\$ 151,184	\$ 150,612
B14 Coordinator/Annex	208	\$ 695.19	\$ 144,599	\$ 145,687	\$ 147,318	\$ 146,774	\$ 148,406	\$ 146,231	\$ 145,687
B15 Sr. Construction Project Mgr.	225	\$ 661.47	\$ 148,830	\$ 149,977	\$ 151,696	\$ 151,123	\$ 152,842	\$ 150,550	\$ 149,977
B16 Construction Project Mgr.	225	\$ 606.85	\$ 136,541	\$ 137,688	\$ 139,407	\$ 138,834	\$ 140,554	\$ 138,261	\$ 137,688
B17 Construction Project Engineer	225	\$ 426.92	\$ 96,057	\$ 97,203	\$ 98,923	\$ 98,350	\$ 100,069	\$ 97,777	\$ 97,203
B18 Controller	225	\$ 695.19	\$ 156,418	\$ 157,564	\$ 159,284	\$ 158,711	\$ 160,430	\$ 158,137	\$ 157,564

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
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Vacation:

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- 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.