

**San Mateo-Foster City School District**  
**2021-2022 Management Salary Schedule**  
**Includes 3% increase effective July 1, 2021**

Management Entry Level Salaries (MGREAG)

Board Approved: 09/23/2021 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	\$ 752.38	\$ 169,286	\$ 170,569	\$ 172,495	\$ 171,854	\$ 173,780	\$ 171,212	\$ 170,570
E2	Principal - Elementary	208	\$ 745.29	\$ 155,021	\$ 156,305	\$ 158,232	\$ 157,589	\$ 159,515	\$ 156,947	\$ 156,305
E3	Principal - Middle	208	\$ 752.38	\$ 156,495	\$ 157,779	\$ 159,705	\$ 159,063	\$ 160,989	\$ 158,421	\$ 157,779
E4	Principal on Special Assignment	220	\$ 745.29	\$ 163,965	\$ 165,249	\$ 167,175	\$ 166,533	\$ 168,459	\$ 165,891	\$ 165,249
E5	Principal on Special Assignment	208	\$ 745.29	\$ 155,021	\$ 156,305	\$ 158,231	\$ 157,589	\$ 159,515	\$ 156,947	\$ 156,305
E6	Assistant Principal	208	\$ 680.35	\$ 141,514	\$ 142,798	\$ 144,724	\$ 144,082	\$ 146,008	\$ 143,440	\$ 142,798
E7	M & O Manager	225	\$ 650.14	\$ 146,282	\$ 147,567	\$ 149,493	\$ 148,851	\$ 150,777	\$ 148,209	\$ 147,567
E8	Supervisor (M&O and CNS)	225	\$ 417.81	\$ 94,008	\$ 95,292	\$ 97,218	\$ 96,576	\$ 98,502	\$ 95,934	\$ 95,292
E9	Coordinators	208	\$ 680.35	\$ 141,514	\$ 142,798	\$ 144,724	\$ 144,082	\$ 146,008	\$ 143,440	\$ 142,798
E10	Construction Project Mgr.	225	\$ 593.90	\$ 133,628	\$ 134,912	\$ 136,838	\$ 136,196	\$ 138,123	\$ 135,554	\$ 134,912

**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**  
**2021-2022 Management Salary Schedule**  
**Includes 3% increase effective July 1, 2021**

Management Salaries Years 2 - 5 (MGRBAG)

Board Approved: 9/24/2020 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	\$ 827.60	\$ 186,211	\$ 187,495	\$ 189,421	\$ 188,779	\$ 190,705	\$ 188,137	\$ 187,495
B2	Principal - Elementary	208	\$ 819.83	\$ 170,524	\$ 171,808	\$ 173,734	\$ 173,092	\$ 175,018	\$ 172,450	\$ 171,808
B3	Principal - Middle	208	\$ 827.60	\$ 172,142	\$ 173,426	\$ 175,351	\$ 174,710	\$ 176,636	\$ 174,067	\$ 173,426
B4	Principal on Special Assignment	220	\$ 819.83	\$ 180,362	\$ 181,646	\$ 183,572	\$ 182,930	\$ 184,856	\$ 182,288	\$ 181,646
B5	Principal on Special Assignment	208	\$ 819.83	\$ 170,524	\$ 171,808	\$ 173,734	\$ 173,092	\$ 175,018	\$ 172,450	\$ 171,808
B6	Assistant Principal	208	\$ 748.41	\$ 155,669	\$ 156,953	\$ 158,879	\$ 158,237	\$ 160,163	\$ 157,595	\$ 156,953
B7	M & O Manager	225	\$ 715.16	\$ 160,910	\$ 162,194	\$ 164,120	\$ 163,478	\$ 165,404	\$ 162,836	\$ 162,194
B8	Supervisor (M&O and CNS)	225	\$ 459.60	\$ 103,411	\$ 104,695	\$ 106,621	\$ 105,979	\$ 107,905	\$ 105,337	\$ 104,695
B9	Coordinators	208	\$ 748.41	\$ 155,669	\$ 156,953	\$ 158,879	\$ 158,237	\$ 160,163	\$ 157,595	\$ 156,953
B10	Construction Project Mgr.	225	\$ 653.31	\$ 146,994	\$ 148,278	\$ 150,204	\$ 149,562	\$ 151,488	\$ 148,920	\$ 148,278

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**  
**2021-2022 Management Salary Schedule**  
**Includes 3% increase effective July 1, 2021**

Management Salaries Years 6-10 (MGRBHN)

Board Approved: 9/24/2020 PENDING

	Position	Work Days	Per Diem +3%	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	\$ 844.16	\$ 189,935	\$ 191,219	\$ 193,145	\$ 192,503	\$ 194,429	\$ 191,861	\$ 191,219
B2	Principal - Elementary	208	\$ 836.22	\$ 173,935	\$ 175,219	\$ 177,145	\$ 176,503	\$ 178,429	\$ 175,861	\$ 175,219
B3	Principal - Middle	208	\$ 844.16	\$ 175,584	\$ 176,869	\$ 178,795	\$ 178,153	\$ 180,079	\$ 177,511	\$ 176,869
B4	Principal on Special Assignment	220	\$ 836.22	\$ 183,969	\$ 185,253	\$ 187,180	\$ 186,537	\$ 188,463	\$ 185,895	\$ 185,253
B5	Principal on Special Assignment	208	\$ 836.22	\$ 173,935	\$ 175,219	\$ 177,145	\$ 176,503	\$ 178,429	\$ 175,861	\$ 175,219
B6	Assistant Principal	208	\$ 763.38	\$ 158,782	\$ 160,066	\$ 161,992	\$ 161,350	\$ 163,276	\$ 160,708	\$ 160,066
B7	M & O Manager	225	\$ 729.46	\$ 164,128	\$ 165,412	\$ 167,338	\$ 166,696	\$ 168,622	\$ 166,054	\$ 165,412
B8	Supervisor (M&O and CNS)	225	\$ 468.79	\$ 105,479	\$ 106,763	\$ 108,689	\$ 108,047	\$ 109,973	\$ 107,405	\$ 106,763
B9	Coordinators	208	\$ 763.38	\$ 158,782	\$ 160,066	\$ 161,992	\$ 161,350	\$ 163,276	\$ 160,708	\$ 160,066
B10	Construction Project Mgr.	225	\$ 666.37	\$ 149,934	\$ 151,218	\$ 153,144	\$ 152,502	\$ 154,428	\$ 151,860	\$ 151,218

**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**  
**2021-2022 Management Salary Schedule**  
**Includes 3% increase effective July 1, 2021**

Management Salaries Years 11+ (MGRBOU)

Board Approved: 9/24/2020 PENDING

	Position	Work Days	Per Diem +3%	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	\$ 861.04	\$ 193,734	\$ 195,018	\$ 196,944	\$ 196,302	\$ 198,228	\$ 195,660	\$ 195,018
B2	Principal - Elementary	208	\$ 852.95	\$ 177,413	\$ 178,697	\$ 180,623	\$ 179,981	\$ 181,907	\$ 179,339	\$ 178,697
B3	Principal - Middle	208	\$ 861.04	\$ 179,096	\$ 180,380	\$ 182,306	\$ 181,664	\$ 183,590	\$ 181,022	\$ 180,380
B4	Principal on Special Assignment	220	\$ 852.95	\$ 187,649	\$ 188,933	\$ 190,859	\$ 190,217	\$ 192,143	\$ 189,575	\$ 188,933
B5	Principal on Special Assignment	208	\$ 852.95	\$ 177,413	\$ 178,697	\$ 180,623	\$ 179,981	\$ 181,907	\$ 179,339	\$ 178,697
B6	Assistant Principal	208	\$ 778.64	\$ 161,958	\$ 163,242	\$ 165,168	\$ 164,526	\$ 166,452	\$ 163,884	\$ 163,242
B7	M & O Manager	225	\$ 744.05	\$ 167,411	\$ 168,695	\$ 170,621	\$ 169,979	\$ 171,906	\$ 169,337	\$ 168,695
B8	Supervisor (M&O and CNS)	225	\$ 478.17	\$ 107,588	\$ 108,872	\$ 110,798	\$ 110,156	\$ 112,082	\$ 109,514	\$ 108,872
B9	Coordinators	208	\$ 778.64	\$ 161,958	\$ 163,242	\$ 165,168	\$ 164,526	\$ 166,452	\$ 163,884	\$ 163,242
B10	Construction Project Mgr.	225	\$ 679.70	\$ 152,932	\$ 154,216	\$ 156,142	\$ 155,500	\$ 157,426	\$ 154,858	\$ 154,216

**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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- Term Life Insurance - \$75,000

**Vacation:**

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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
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