

**San Mateo-Foster City School District  
2022-2023 Management Salary Schedule  
Includes 3% increase effective July 1, 2022**

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	\$ 774.95	\$ 174,364	\$ 175,687	\$ 177,670	\$ 177,009	\$ 178,994	\$ 176,348	\$ 175,687
E2	Principal - Elementary	208	\$ 767.65	\$ 159,672	\$ 160,994	\$ 162,979	\$ 162,317	\$ 164,301	\$ 161,656	\$ 160,994
E3	Principal - Middle	208	\$ 774.95	\$ 161,190	\$ 162,513	\$ 164,496	\$ 163,835	\$ 165,819	\$ 163,174	\$ 162,513
E4	Principal on Special Assignment	220	\$ 767.65	\$ 168,884	\$ 170,206	\$ 172,190	\$ 171,529	\$ 173,513	\$ 170,867	\$ 170,206
E5	Principal on Special Assignment	208	\$ 767.65	\$ 159,672	\$ 160,994	\$ 162,978	\$ 162,317	\$ 164,301	\$ 161,656	\$ 160,994
E6	Assistant Principal	208	\$ 700.77	\$ 145,759	\$ 147,082	\$ 149,066	\$ 148,404	\$ 150,388	\$ 147,743	\$ 147,082
E7	Manager (M&O and Technology)	225	\$ 669.65	\$ 150,671	\$ 151,994	\$ 153,977	\$ 153,316	\$ 155,300	\$ 152,655	\$ 151,994
E8	Supervisor (M&O and CNS)	225	\$ 430.35	\$ 96,828	\$ 98,150	\$ 100,134	\$ 99,473	\$ 101,457	\$ 98,812	\$ 98,150
E9	Coordinators	208	\$ 700.77	\$ 145,759	\$ 147,082	\$ 149,066	\$ 148,404	\$ 150,388	\$ 147,743	\$ 147,082
E10	Construction Project Mgr.	225	\$ 611.72	\$ 137,637	\$ 138,959	\$ 140,943	\$ 140,282	\$ 142,267	\$ 139,621	\$ 138,959
E20	Assistant Director	215	\$ 767.65	\$ 165,045	\$ 166,412	\$ 168,464	\$ 167,780	\$ 169,830	\$ 167,096	\$ 166,412

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  
2022-2023 Management Salary Schedule  
Includes 3% increase effective July 1, 2022**

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	\$ 852.43	\$ 191,797	\$ 193,120	\$ 195,104	\$ 194,442	\$ 196,426	\$ 193,781	\$ 193,120
B2	Principal - Elementary	208	\$ 844.42	\$ 175,640	\$ 176,962	\$ 178,946	\$ 178,285	\$ 180,269	\$ 177,624	\$ 176,962
B3	Principal - Middle	208	\$ 852.43	\$ 177,306	\$ 178,628	\$ 180,612	\$ 179,951	\$ 181,935	\$ 179,289	\$ 178,628
B4	Principal on Special Assignment	220	\$ 844.42	\$ 185,773	\$ 187,095	\$ 189,079	\$ 188,418	\$ 190,402	\$ 187,757	\$ 187,095
B5	Principal on Special Assignment	208	\$ 844.42	\$ 175,640	\$ 176,962	\$ 178,946	\$ 178,285	\$ 180,269	\$ 177,624	\$ 176,962
B6	Assistant Principal	208	\$ 770.86	\$ 160,339	\$ 161,661	\$ 163,645	\$ 162,984	\$ 164,968	\$ 162,323	\$ 161,661
B7	Manager (M&O and Technology)	225	\$ 736.61	\$ 165,738	\$ 167,060	\$ 169,044	\$ 168,383	\$ 170,366	\$ 167,721	\$ 167,060
B8	Supervisor (M&O and CNS)	225	\$ 473.39	\$ 106,513	\$ 107,835	\$ 109,819	\$ 109,158	\$ 111,142	\$ 108,497	\$ 107,835
B9	Coordinators	208	\$ 770.86	\$ 160,339	\$ 161,661	\$ 163,645	\$ 162,984	\$ 164,968	\$ 162,323	\$ 161,661
B10	Construction Project Mgr.	225	\$ 672.91	\$ 151,404	\$ 152,726	\$ 154,710	\$ 154,049	\$ 156,033	\$ 153,388	\$ 152,726
B20	Assistant Director	215	\$ 844.42	\$ 181,551	\$ 182,918	\$ 184,968	\$ 184,285	\$ 186,335	\$ 183,601	\$ 182,918

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  
2022-2023 Management Salary Schedule  
Includes 3% increase effective July 1, 2022**

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	\$ 869.48	\$ 195,633	\$ 196,956	\$ 198,939	\$ 198,278	\$ 200,262	\$ 197,617	\$ 196,956
B2	Principal - Elementary	208	\$ 861.31	\$ 179,153	\$ 180,475	\$ 182,459	\$ 181,798	\$ 183,782	\$ 181,136	\$ 180,475
B3	Principal - Middle	208	\$ 869.48	\$ 180,852	\$ 182,175	\$ 184,158	\$ 183,497	\$ 185,481	\$ 182,836	\$ 182,175
B4	Principal on Special Assignment	220	\$ 861.31	\$ 189,488	\$ 190,811	\$ 192,795	\$ 192,133	\$ 194,117	\$ 191,472	\$ 190,811
B5	Principal on Special Assignment	208	\$ 861.31	\$ 179,153	\$ 180,475	\$ 182,459	\$ 181,798	\$ 183,781	\$ 181,136	\$ 180,475
B6	Assistant Principal	208	\$ 786.28	\$ 163,546	\$ 164,868	\$ 166,852	\$ 166,191	\$ 168,174	\$ 165,529	\$ 164,868
B7	Manager (M&O and Technology)	225	\$ 751.34	\$ 169,052	\$ 170,375	\$ 172,359	\$ 171,697	\$ 173,681	\$ 171,036	\$ 170,375
B8	Supervisor (M&O and CNS)	225	\$ 482.86	\$ 108,643	\$ 109,966	\$ 111,950	\$ 111,288	\$ 113,272	\$ 110,627	\$ 109,966
B9	Coordinators	208	\$ 786.28	\$ 163,546	\$ 164,868	\$ 166,852	\$ 166,191	\$ 168,174	\$ 165,529	\$ 164,868
B10	Construction Project Mgr.	225	\$ 686.36	\$ 154,432	\$ 155,754	\$ 157,738	\$ 157,077	\$ 159,061	\$ 156,416	\$ 155,754
B20	Assistant Director	215	\$ 861.31	\$ 185,182	\$ 186,549	\$ 188,599	\$ 187,916	\$ 189,967	\$ 187,232	\$ 186,549

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  
2022-2023 Management Salary Schedule  
Includes 3% increase effective July 1, 2022**

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	\$ 886.87	\$ 199,546	\$ 200,868	\$ 202,852	\$ 202,191	\$ 204,175	\$ 201,530	\$ 200,868
B2	Principal - Elementary	208	\$ 878.54	\$ 182,736	\$ 184,058	\$ 186,041	\$ 185,381	\$ 187,365	\$ 184,719	\$ 184,058
B3	Principal - Middle	208	\$ 886.87	\$ 184,469	\$ 185,792	\$ 187,775	\$ 187,114	\$ 189,098	\$ 186,453	\$ 185,792
B4	Principal on Special Assignment	220	\$ 878.54	\$ 193,278	\$ 194,601	\$ 196,584	\$ 195,923	\$ 197,907	\$ 195,262	\$ 194,601
B5	Principal on Special Assignment	208	\$ 878.54	\$ 182,736	\$ 184,058	\$ 186,042	\$ 185,381	\$ 187,365	\$ 184,719	\$ 184,058
B6	Assistant Principal	208	\$ 802.00	\$ 166,816	\$ 168,139	\$ 170,123	\$ 169,462	\$ 171,445	\$ 168,800	\$ 168,139
B7	Manager (M&O and Technology)	225	\$ 766.37	\$ 172,433	\$ 173,756	\$ 175,740	\$ 175,078	\$ 177,063	\$ 174,417	\$ 173,756
B8	Supervisor (M&O and CNS)	225	\$ 492.52	\$ 110,816	\$ 112,139	\$ 114,122	\$ 113,461	\$ 115,445	\$ 112,800	\$ 112,139
B9	Coordinators	208	\$ 802.00	\$ 166,816	\$ 168,139	\$ 170,123	\$ 169,462	\$ 171,445	\$ 168,800	\$ 168,139
B10	Construction Project Mgr.	225	\$ 700.09	\$ 157,520	\$ 158,843	\$ 160,827	\$ 160,165	\$ 162,149	\$ 159,504	\$ 158,843
B20	Assistant Director	215	\$ 878.54	\$ 188,885	\$ 190,252	\$ 192,302	\$ 191,620	\$ 193,670	\$ 190,936	\$ 190,252

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**  
**2023-2024 Management Salary Schedule**  
**Includes 3% increase effective July 1, 2023**

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	\$ 798.20	\$ 179,595	\$ 180,957	\$ 183,000	\$ 182,320	\$ 184,363	\$ 181,639	\$ 180,957
E2	Principal - Elementary	208	\$ 790.68	\$ 164,462	\$ 165,824	\$ 167,868	\$ 167,186	\$ 169,230	\$ 166,505	\$ 165,824
E3	Principal - Middle	208	\$ 798.20	\$ 166,026	\$ 167,388	\$ 169,431	\$ 168,750	\$ 170,793	\$ 168,069	\$ 167,388
E4	Principal on Special Assignment	220	\$ 790.68	\$ 173,950	\$ 175,312	\$ 177,356	\$ 176,675	\$ 178,718	\$ 175,994	\$ 175,312
E5	Principal on Special Assignment	208	\$ 790.68	\$ 164,462	\$ 165,824	\$ 167,868	\$ 167,186	\$ 169,230	\$ 166,505	\$ 165,824
E6	Assistant Principal	208	\$ 721.79	\$ 150,132	\$ 151,494	\$ 153,538	\$ 152,856	\$ 154,900	\$ 152,175	\$ 151,494
E7	Manager (M&O and Technology)	225	\$ 689.74	\$ 155,191	\$ 156,553	\$ 158,597	\$ 157,916	\$ 159,959	\$ 157,235	\$ 156,553
E8	Supervisor (M&O and CNS)	225	\$ 443.26	\$ 99,733	\$ 101,095	\$ 103,139	\$ 102,457	\$ 104,501	\$ 101,776	\$ 101,095
E9	Coordinators	208	\$ 721.79	\$ 150,132	\$ 151,494	\$ 153,537	\$ 152,856	\$ 154,900	\$ 152,175	\$ 151,494
E10	Construction Project Mgr.	225	\$ 630.07	\$ 141,766	\$ 143,128	\$ 145,171	\$ 144,490	\$ 146,535	\$ 143,809	\$ 143,128
E20	Assistant Director	215	\$ 790.68	\$ 169,997	\$ 171,405	\$ 173,517	\$ 172,813	\$ 174,925	\$ 172,109	\$ 171,405

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
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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  
2023-2024 Management Salary Schedule  
Includes 3% increase effective July 1, 2023**

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	\$ 878.01	\$ 197,551	\$ 198,913	\$ 200,957	\$ 200,276	\$ 202,319	\$ 199,594	\$ 198,913
B2	Principal - Elementary	208	\$ 869.75	\$ 180,909	\$ 182,271	\$ 184,315	\$ 183,633	\$ 185,677	\$ 182,952	\$ 182,271
B3	Principal - Middle	208	\$ 878.01	\$ 182,625	\$ 183,987	\$ 186,030	\$ 185,349	\$ 187,393	\$ 184,668	\$ 183,987
B4	Principal on Special Assignment	220	\$ 869.75	\$ 191,346	\$ 192,708	\$ 194,752	\$ 194,070	\$ 196,114	\$ 193,389	\$ 192,708
B5	Principal on Special Assignment	208	\$ 869.75	\$ 180,909	\$ 182,271	\$ 184,315	\$ 183,633	\$ 185,677	\$ 182,952	\$ 182,271
B6	Assistant Principal	208	\$ 793.99	\$ 165,149	\$ 166,511	\$ 168,554	\$ 167,873	\$ 169,917	\$ 167,192	\$ 166,511
B7	Manager (M&O and Technology)	225	\$ 758.71	\$ 170,710	\$ 172,072	\$ 174,115	\$ 173,434	\$ 175,477	\$ 172,753	\$ 172,072
B8	Supervisor (M&O and CNS)	225	\$ 487.59	\$ 109,708	\$ 111,070	\$ 113,114	\$ 112,433	\$ 114,476	\$ 111,752	\$ 111,070
B9	Coordinators	208	\$ 793.99	\$ 165,149	\$ 166,511	\$ 168,555	\$ 167,873	\$ 169,917	\$ 167,192	\$ 166,511
B10	Construction Project Mgr.	225	\$ 693.09	\$ 155,946	\$ 157,308	\$ 159,351	\$ 158,670	\$ 160,714	\$ 157,989	\$ 157,308
B20	Assistant Director	215	\$ 869.75	\$ 186,997	\$ 188,405	\$ 190,518	\$ 189,813	\$ 191,925	\$ 189,109	\$ 188,405

**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:**

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**Retiree Medical Benefits:**

- Hired into management position PRIOR to July 1, 2003:  
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Health/Dental/Vision upon retirement for employee for life after 10 years of service in management position in District
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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.

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2023-2024 Management Salary Schedule  
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Management Salaries Years 11+ (MGRBOU)

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	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	\$ 913.48	\$ 205,532	\$ 206,895	\$ 208,938	\$ 208,257	\$ 210,300	\$ 207,576	\$ 206,895
B2	Principal - Elementary	208	\$ 904.89	\$ 188,218	\$ 189,580	\$ 191,623	\$ 190,942	\$ 192,985	\$ 190,261	\$ 189,580
B3	Principal - Middle	208	\$ 913.48	\$ 190,003	\$ 191,365	\$ 193,409	\$ 192,728	\$ 194,771	\$ 192,046	\$ 191,365
B4	Principal on Special Assignment	220	\$ 904.89	\$ 199,076	\$ 200,439	\$ 202,482	\$ 201,801	\$ 203,844	\$ 201,120	\$ 200,439
B5	Principal on Special Assignment	208	\$ 904.89	\$ 188,218	\$ 189,580	\$ 191,623	\$ 190,942	\$ 192,985	\$ 190,261	\$ 189,580
B6	Assistant Principal	208	\$ 826.06	\$ 171,821	\$ 173,183	\$ 175,226	\$ 174,545	\$ 176,589	\$ 173,864	\$ 173,183
B7	Manager (M&O and Technology)	225	\$ 789.36	\$ 177,606	\$ 178,968	\$ 181,012	\$ 180,331	\$ 182,375	\$ 179,649	\$ 178,968
B8	Supervisor (M&O and CNS)	225	\$ 507.29	\$ 114,140	\$ 115,503	\$ 117,546	\$ 116,865	\$ 118,908	\$ 116,184	\$ 115,503
B9	Coordinators	208	\$ 826.06	\$ 171,821	\$ 173,183	\$ 175,226	\$ 174,545	\$ 176,589	\$ 173,864	\$ 173,183
B10	Construction Project Mgr.	225	\$ 721.09	\$ 162,246	\$ 163,608	\$ 165,652	\$ 164,970	\$ 167,014	\$ 164,289	\$ 163,608
B20	Assistant Director	215	\$ 904.89	\$ 194,552	\$ 195,960	\$ 198,071	\$ 197,368	\$ 199,480	\$ 196,664	\$ 195,960

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:

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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.

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2023-2024 Management Salary Schedule  
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Management Salaries Years 6-10 (MGRBHN)

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	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	\$ 895.57	\$ 201,502	\$ 202,864	\$ 204,908	\$ 204,227	\$ 206,270	\$ 203,545	\$ 202,864
B2	Principal - Elementary	208	\$ 887.15	\$ 184,527	\$ 185,889	\$ 187,933	\$ 187,252	\$ 189,295	\$ 186,570	\$ 185,889
B3	Principal - Middle	208	\$ 895.57	\$ 186,278	\$ 187,640	\$ 189,683	\$ 189,002	\$ 191,045	\$ 188,321	\$ 187,640
B4	Principal on Special Assignment	220	\$ 887.15	\$ 195,173	\$ 196,535	\$ 198,579	\$ 197,897	\$ 199,941	\$ 197,216	\$ 196,535
B5	Principal on Special Assignment	208	\$ 887.15	\$ 184,527	\$ 185,889	\$ 187,933	\$ 187,252	\$ 189,295	\$ 186,570	\$ 185,889
B6	Assistant Principal	208	\$ 809.87	\$ 168,452	\$ 169,814	\$ 171,857	\$ 171,176	\$ 173,220	\$ 170,495	\$ 169,814
B7	Manager (M&O and Technology)	225	\$ 773.88	\$ 174,124	\$ 175,486	\$ 177,529	\$ 176,848	\$ 178,892	\$ 176,167	\$ 175,486
B8	Supervisor (M&O and CNS)	225	\$ 497.34	\$ 111,902	\$ 113,265	\$ 115,308	\$ 114,627	\$ 116,670	\$ 113,946	\$ 113,265
B9	Coordinators	208	\$ 809.87	\$ 168,452	\$ 169,814	\$ 171,857	\$ 171,176	\$ 173,220	\$ 170,495	\$ 169,814
B10	Construction Project Mgr.	225	\$ 706.95	\$ 159,065	\$ 160,427	\$ 162,470	\$ 161,789	\$ 163,832	\$ 161,108	\$ 160,427
B20	Assistant Director	215	\$ 887.15	\$ 190,737	\$ 192,145	\$ 194,257	\$ 193,553	\$ 195,666	\$ 192,849	\$ 192,145

**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**  
**2023-2024 CONFIDENTIAL SALARY SCHEDULE**  
 3% Increase effective July 1, 2023

POSITION	Range	Work Days	Year										
			1	2	3	4	5	9th Yr	11th Yr	16th Yr	18th Yr	21 Yr	
Confidential Assistant to Superintendent	AS	260	Monthly	8,565	8,756	8,952	9,153	9,356	9,824	10,069	10,452	10,583	10,847
			Hourly	49.41	50.52	51.65	52.80	53.98	56.68	58.09	60.30	61.05	62.58
Confidential Administrative Assistant	AA/HR	260	Monthly	6,769	7,107	7,462	7,836	8,227	8,639	8,855	9,191	9,306	9,539
			Hourly	39.05	41.00	43.05	45.20	47.47	49.84	51.08	53.03	53.69	55.03

**Annual Stipend:**

Master Degree \$1,500; Doctorate Degree \$1,500  
 Participate in Professional Growth incentive

**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

Board Approved: pending

**SAN MATEO - FOSTER CITY SCHOOL DISTRICT**  
**2022-2023 CONFIDENTIAL SALARY SCHEDULE**  
 Increase effective July 1, 2022

POSITION	Range	Work Days	1	2	3	4	5	9th Yr	11th Yr	16th Yr	18th Yr	21 Yr
<b>Increase 3% effective 07/01/2022</b>												
Confidential Assistant to Superintendent	AS	260	Monthly	8,316	8,501	8,692	8,886	9,084	9,538	9,776	10,148	10,531
			Hourly	47.98	49.05	50.14	51.27	52.41	55.03	56.40	58.54	60.76
Confidential Administrative Assistant	AA/HR	260	Monthly	6,571	6,900	7,245	7,607	7,988	8,387	8,597	8,923	9,261
			Hourly	37.91	39.81	41.80	43.89	46.08	48.39	49.60	51.48	53.43

**Annual Stipend:**

Master Degree \$1,500; Doctorate Degree \$1,500  
 Participate in Professional Growth incentive

**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

Board Approved: pending