

APPENDIX A
SAN MATEO UNION HIGH SCHOOL DISTRICT
187 Days Certificated Employees Salary Schedule 2019-2020
(Schedule includes 4.44% Settlement for 2019-2020)

STEP	III *** A.B. + 30	IV A.B. + 45	V A.B. + 60	VI A.B. + 75	STEP
1	72,581	73,075	74,915	79,126	1
2	73,075	74,915	79,126	83,360	2
3	74,915	79,126	83,360	87,585	3
4	79,126	83,360	87,585	91,823	4
5	83,360	87,585	91,823	96,050	5
6	87,585	91,823	96,050	100,280	6
7	91,823	96,050	100,280	104,510	7
8	96,050	100,280	104,510	108,740	8
9	100,280	104,510	108,740	112,969	9
10	104,510	108,740	112,969	117,201	10
11		112,969	117,201	121,430	11
12		117,201	121,430	125,663	12
CAREER INCREMENT					
16	[Step 16 add 1 Career Increment (\$2,465) to Class VI Step 12]			128,128	16
19	[Step 19 add 2 Career Increments (\$4,930) to Class VI Step 12]			130,593	19
22	[Step 22 add 3 Career Increments (\$7,395) to Class VI Step 12]			133,058	22
Master Stipend		2,465	Ph.D. Stipend		2,465

*****Column and Step Movement (I & II)**

Any employee with less than a A.B. plus 30 shall receive the minimum salary of \$70,031. Step movements shall apply annually up to Step 12; however, the salary shall not change unless the employee qualifies for Class III or higher.

An employee whose salary position falls within Class III on any step from I through 10 will not be permitted to advance beyond Step 10. Employees new to the District will not be given credit for experience beyond Step 1 in Class I and Step 5 in Class III, IV, V, and VI. An employee shall advance only one (1) step in any one (1) school year.

Total Compensation

Salaries for certificated employees as stipulated in the Salary Schedules shall be deemed total compensation for all services rendered during the regular work year, other than stipulated co-curricular activities for which compensation is provided.

Department Head Stipends

Sections	Amount	Release Days
Mini @ PHS and Middle College	\$810	-
1 - 15	\$3,098	10
16 - 29	\$4,026	15
30 +	\$4,953	20
Variable Rate:		\$43.35
Prep Period Rate:		\$65.06
Professional Development Rate:		\$56.60