

San Mateo-Foster City School District
2018-2019 Management Salary Schedule
Includes 3% increase effective July 1, 2018

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	\$ 691.89	\$ 155,676	\$ 156,857	\$ 158,628	\$ 158,038	\$ 159,809	\$ 157,448	\$ 156,857
E2	Principal - Elem	208	\$ 685.38	\$ 142,558	\$ 143,739	\$ 145,511	\$ 144,920	\$ 146,691	\$ 144,330	\$ 143,739
E3	Principal - Middle	208	\$ 691.89	\$ 143,914	\$ 145,095	\$ 146,866	\$ 146,275	\$ 148,047	\$ 145,685	\$ 145,095
E4	Principal on Special Assignment	220	\$ 685.38	\$ 150,783	\$ 151,964	\$ 153,735	\$ 153,145	\$ 154,916	\$ 152,554	\$ 151,964
E5	Principal on Special Assignment	208	\$ 685.38	\$ 142,558	\$ 143,739	\$ 145,510	\$ 144,920	\$ 146,691	\$ 144,330	\$ 143,739
E6	Assistant Principal	208	\$ 625.66	\$ 130,137	\$ 131,318	\$ 133,089	\$ 132,498	\$ 134,270	\$ 131,908	\$ 131,318
E7	Asst. Director M & O	215	\$ 625.66	\$ 134,517	\$ 135,697	\$ 137,469	\$ 136,878	\$ 138,649	\$ 136,288	\$ 135,697
E8	M & O Manager	225	\$ 597.88	\$ 134,522	\$ 135,703	\$ 137,474	\$ 136,884	\$ 138,655	\$ 136,294	\$ 135,703
E9	Supervisor (M&O and CNS)	225	\$ 384.22	\$ 86,450	\$ 87,631	\$ 89,402	\$ 88,812	\$ 90,583	\$ 88,221	\$ 87,631
E10	Administrator/Food Service	225	\$ 625.66	\$ 140,773	\$ 141,954	\$ 143,725	\$ 143,135	\$ 144,906	\$ 142,544	\$ 141,954
E11	Coordinator/Ed. Services	208	\$ 625.66	\$ 130,137	\$ 131,318	\$ 133,089	\$ 132,499	\$ 134,270	\$ 131,908	\$ 131,318
E12	Coordinator/Community Serv	208	\$ 625.66	\$ 130,137	\$ 131,318	\$ 133,089	\$ 132,499	\$ 134,270	\$ 131,908	\$ 131,318
E13	Coordinator/Human Resource	215	\$ 625.66	\$ 134,517	\$ 135,697	\$ 137,469	\$ 136,878	\$ 138,649	\$ 136,288	\$ 135,697
E14	Coordinator/Annex	208	\$ 625.66	\$ 130,137	\$ 131,257	\$ 132,937	\$ 132,377	\$ 134,058	\$ 131,817	\$ 131,257
E15	Sr. Construction Project Mgr.	225	\$ 595.31	\$ 133,946	\$ 135,127	\$ 136,898	\$ 136,307	\$ 138,079	\$ 135,717	\$ 135,127
E16	Construction Project Mgr.	225	\$ 546.16	\$ 122,885	\$ 124,066	\$ 125,837	\$ 125,247	\$ 127,019	\$ 124,656	\$ 124,066
E17	Construction Project Engineer	225	\$ 384.22	\$ 86,450	\$ 87,631	\$ 89,402	\$ 88,811	\$ 90,583	\$ 88,221	\$ 87,631
E18	Controller	225	\$ 625.66	\$ 140,773	\$ 141,954	\$ 143,725	\$ 143,135	\$ 144,906	\$ 142,544	\$ 141,954

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
2018-2019 Management Salary Schedule
Includes 3% increase effective July 1, 2018

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	\$ 761.07	\$ 171,241	\$ 172,421	\$ 174,193	\$ 173,602	\$ 175,373	\$ 173,012	\$ 172,421
B2	Principal - Elem	208	\$ 753.92	\$ 156,815	\$ 157,996	\$ 159,767	\$ 159,177	\$ 160,948	\$ 158,586	\$ 157,996
B3	Principal - Middle	208	\$ 761.07	\$ 158,302	\$ 159,483	\$ 161,254	\$ 160,664	\$ 162,435	\$ 160,073	\$ 159,483
B4	Principal on Special Assignment	220	\$ 753.92	\$ 165,862	\$ 167,043	\$ 168,814	\$ 168,223	\$ 169,995	\$ 167,633	\$ 167,043
B5	Principal on Special Assignment	208	\$ 753.92	\$ 156,815	\$ 157,996	\$ 159,767	\$ 159,177	\$ 160,948	\$ 158,586	\$ 157,996
B6	Assistant Principal	208	\$ 688.24	\$ 143,154	\$ 144,335	\$ 146,106	\$ 145,515	\$ 147,287	\$ 144,925	\$ 144,335
B7	Asst. Director M & O	215	\$ 688.24	\$ 147,972	\$ 149,152	\$ 150,923	\$ 150,333	\$ 152,104	\$ 149,743	\$ 149,152
B8	M & O Manager	225	\$ 657.66	\$ 147,974	\$ 149,155	\$ 150,926	\$ 150,336	\$ 152,107	\$ 149,745	\$ 149,155
B9	Supervisor (M&O and CNS)	225	\$ 422.65	\$ 95,097	\$ 96,278	\$ 98,049	\$ 97,459	\$ 99,230	\$ 96,868	\$ 96,278
B10	Administrator/Food Service	225	\$ 688.24	\$ 154,854	\$ 156,035	\$ 157,806	\$ 157,216	\$ 158,987	\$ 156,625	\$ 156,035
B11	Coordinator/Ed. Services	208	\$ 688.24	\$ 143,154	\$ 144,335	\$ 146,106	\$ 145,515	\$ 147,287	\$ 144,925	\$ 144,335
B12	Coordinator/Community Serv	208	\$ 688.24	\$ 143,154	\$ 144,335	\$ 146,106	\$ 145,515	\$ 147,287	\$ 144,925	\$ 144,335
B13	Coordinator/Human Resource	215	\$ 688.24	\$ 147,972	\$ 149,152	\$ 150,923	\$ 150,333	\$ 152,104	\$ 149,743	\$ 149,152
B14	Coordinator/Annex	208	\$ 688.24	\$ 143,154	\$ 144,274	\$ 145,954	\$ 145,394	\$ 147,075	\$ 144,834	\$ 144,274
B15	Sr. Construction Project Mgr.	225	\$ 654.85	\$ 147,342	\$ 148,523	\$ 150,294	\$ 149,704	\$ 151,475	\$ 149,114	\$ 148,523
B16	Construction Project Mgr.	225	\$ 600.78	\$ 135,176	\$ 136,357	\$ 138,128	\$ 137,538	\$ 139,309	\$ 136,948	\$ 136,357
B17	Construction Project Engineer	225	\$ 422.65	\$ 95,097	\$ 96,278	\$ 98,049	\$ 97,459	\$ 99,230	\$ 96,869	\$ 96,278
B18	Controller	225	\$ 688.24	\$ 154,854	\$ 156,035	\$ 157,806	\$ 157,215	\$ 158,987	\$ 156,625	\$ 156,035

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
2018-2019 Management Salary Schedule
Includes 3% increase effective July 1, 2018

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	\$ 776.29	\$ 174,665	\$ 175,846	\$ 177,617	\$ 177,027	\$ 178,798	\$ 176,437	\$ 175,846
B2	Principal - Elem	208	\$ 769.00	\$ 159,951	\$ 161,132	\$ 162,903	\$ 162,313	\$ 164,084	\$ 161,722	\$ 161,132
B3	Principal - Middle	208	\$ 776.29	\$ 161,469	\$ 162,649	\$ 164,420	\$ 163,830	\$ 165,601	\$ 163,240	\$ 162,649
B4	Principal on Special Assignment	220	\$ 769.00	\$ 169,179	\$ 170,360	\$ 172,131	\$ 171,541	\$ 173,312	\$ 170,950	\$ 170,360
B5	Principal on Special Assignment	208	\$ 769.00	\$ 159,951	\$ 161,132	\$ 162,903	\$ 162,313	\$ 164,084	\$ 161,722	\$ 161,132
B6	Assistant Principal	208	\$ 702.00	\$ 146,017	\$ 147,198	\$ 148,969	\$ 148,378	\$ 150,150	\$ 147,788	\$ 147,198
B7	Asst. Director M & O	215	\$ 702.00	\$ 150,931	\$ 152,112	\$ 153,883	\$ 153,293	\$ 155,064	\$ 152,702	\$ 152,112
B8	M & O Manager	225	\$ 670.82	\$ 150,933	\$ 152,114	\$ 153,885	\$ 153,295	\$ 155,066	\$ 152,705	\$ 152,114
B9	Supervisor (M&O and CNS)	225	\$ 431.11	\$ 96,999	\$ 98,180	\$ 99,951	\$ 99,360	\$ 101,132	\$ 98,770	\$ 98,180
B10	Administrator/Food Service	225	\$ 702.00	\$ 157,951	\$ 159,132	\$ 160,903	\$ 160,313	\$ 162,084	\$ 159,722	\$ 159,132
B11	Coordinator/Ed. Services	208	\$ 702.00	\$ 146,017	\$ 147,198	\$ 148,969	\$ 148,378	\$ 150,150	\$ 147,788	\$ 147,198
B12	Coordinator/Community Serv	208	\$ 702.00	\$ 146,017	\$ 147,198	\$ 148,969	\$ 148,378	\$ 150,150	\$ 147,788	\$ 147,198
B13	Coordinator/Human Resource	215	\$ 702.00	\$ 150,931	\$ 152,112	\$ 153,883	\$ 153,293	\$ 155,064	\$ 152,702	\$ 152,112
B14	Coordinator/Annex	208	\$ 702.00	\$ 146,017	\$ 147,137	\$ 148,818	\$ 148,257	\$ 149,938	\$ 147,698	\$ 147,137
B15	Sr. Construction Project Mgr.	225	\$ 667.95	\$ 150,289	\$ 151,470	\$ 153,241	\$ 152,651	\$ 154,422	\$ 152,060	\$ 151,470
B16	Construction Project Mgr.	225	\$ 612.80	\$ 137,880	\$ 139,061	\$ 140,832	\$ 140,242	\$ 142,013	\$ 139,651	\$ 139,061
B17	Construction Project Engineer	225	\$ 431.11	\$ 96,999	\$ 98,180	\$ 99,951	\$ 99,360	\$ 101,132	\$ 98,770	\$ 98,180
B18	Controller	225	\$ 702.00	\$ 157,951	\$ 159,132	\$ 160,903	\$ 160,312	\$ 162,084	\$ 159,722	\$ 159,132

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:

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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.

**San Mateo-Foster City School District
2018-2019 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	\$ 791.82	\$ 178,159	\$ 179,340	\$ 181,111	\$ 180,520	\$ 182,292	\$ 179,930	\$ 179,340
B2	Principal - Elem	208	\$ 784.38	\$ 163,150	\$ 164,331	\$ 166,102	\$ 165,512	\$ 167,283	\$ 164,921	\$ 164,331
B3	Principal - Middle	208	\$ 791.82	\$ 164,698	\$ 165,879	\$ 167,650	\$ 167,059	\$ 168,831	\$ 166,469	\$ 165,879
B4	Principal on Special Assignment	220	\$ 784.38	\$ 172,563	\$ 173,744	\$ 175,515	\$ 174,924	\$ 176,695	\$ 174,334	\$ 173,744
B5	Principal on Special Assignment	208	\$ 784.38	\$ 163,150	\$ 164,331	\$ 166,102	\$ 165,512	\$ 167,283	\$ 164,921	\$ 164,331
B6	Assistant Principal	208	\$ 716.04	\$ 148,937	\$ 150,118	\$ 151,889	\$ 151,299	\$ 153,070	\$ 150,708	\$ 150,118
B7	Asst. Director M & O	215	\$ 716.04	\$ 153,950	\$ 155,130	\$ 156,902	\$ 156,311	\$ 158,082	\$ 155,721	\$ 155,130
B8	M & O Manager	225	\$ 684.23	\$ 153,952	\$ 155,133	\$ 156,904	\$ 156,314	\$ 158,086	\$ 155,723	\$ 155,133
B9	Supervisor (M&O and CNS)	225	\$ 439.73	\$ 98,939	\$ 100,120	\$ 101,891	\$ 101,300	\$ 103,072	\$ 100,710	\$ 100,120
B10	Administrator/Food Service	225	\$ 716.04	\$ 161,110	\$ 162,291	\$ 164,062	\$ 163,472	\$ 165,243	\$ 162,881	\$ 162,291
B11	Coordinator/Ed. Services	208	\$ 716.04	\$ 148,937	\$ 150,118	\$ 151,889	\$ 151,299	\$ 153,070	\$ 150,708	\$ 150,118
B12	Coordinator/Community Serv	208	\$ 716.04	\$ 148,937	\$ 150,118	\$ 151,889	\$ 151,299	\$ 153,070	\$ 150,708	\$ 150,118
B13	Coordinator/Human Resource	215	\$ 716.04	\$ 153,950	\$ 155,130	\$ 156,902	\$ 156,311	\$ 158,082	\$ 155,720	\$ 155,130
B14	Coordinator/Annex	208	\$ 716.04	\$ 148,937	\$ 150,057	\$ 151,738	\$ 151,178	\$ 152,858	\$ 150,618	\$ 150,057
B15	Sr. Construction Project Mgr.	225	\$ 681.31	\$ 153,295	\$ 154,476	\$ 156,247	\$ 155,656	\$ 157,428	\$ 155,066	\$ 154,476
B16	Construction Project Mgr.	225	\$ 625.06	\$ 140,638	\$ 141,818	\$ 143,589	\$ 142,999	\$ 144,770	\$ 142,409	\$ 141,818
B17	Construction Project Engineer	225	\$ 439.73	\$ 98,939	\$ 100,120	\$ 101,891	\$ 101,300	\$ 103,072	\$ 100,710	\$ 100,120
B18	Controller	225	\$ 716.04	\$ 161,110	\$ 162,291	\$ 164,062	\$ 163,472	\$ 165,243	\$ 162,881	\$ 162,291

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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Vacation:

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

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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.