

San Mateo-Foster City School District
2019-2020 Management Salary Schedule
Includes 2.5% increase effective July 1, 2019

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	\$ 709.19	\$ 159,568	\$ 160,778	\$ 162,593	\$ 161,989	\$ 163,804	\$ 161,384	\$ 160,778
E2	Principal - Elem	208	\$ 702.51	\$ 146,122	\$ 147,333	\$ 149,149	\$ 148,543	\$ 150,358	\$ 147,938	\$ 147,333
E3	Principal - Middle	208	\$ 709.19	\$ 147,512	\$ 148,722	\$ 150,537	\$ 149,932	\$ 151,748	\$ 149,327	\$ 148,722
E4	Principal on Special Assignment	220	\$ 702.51	\$ 154,553	\$ 155,763	\$ 157,578	\$ 156,973	\$ 158,789	\$ 156,368	\$ 155,763
E5	Principal on Special Assignment	208	\$ 702.51	\$ 146,122	\$ 147,333	\$ 149,148	\$ 148,543	\$ 150,358	\$ 147,938	\$ 147,333
E6	Assistant Principal	208	\$ 641.30	\$ 133,390	\$ 134,601	\$ 136,416	\$ 135,811	\$ 137,626	\$ 135,206	\$ 134,601
E7	Asst. Director M & O	215	\$ 641.30	\$ 137,879	\$ 139,090	\$ 140,905	\$ 140,300	\$ 142,116	\$ 139,695	\$ 139,090
E8	M & O Manager	225	\$ 612.82	\$ 137,885	\$ 139,096	\$ 140,911	\$ 140,306	\$ 142,121	\$ 139,701	\$ 139,096
E9	Supervisor (M&O and CNS)	225	\$ 393.83	\$ 88,611	\$ 89,821	\$ 91,637	\$ 91,032	\$ 92,848	\$ 90,427	\$ 89,821
E10	Administrator/Food Service	225	\$ 641.30	\$ 144,292	\$ 145,503	\$ 147,318	\$ 146,714	\$ 148,529	\$ 146,108	\$ 145,503
E11	Coordinator/Ed. Services	208	\$ 641.30	\$ 133,390	\$ 134,601	\$ 136,416	\$ 135,811	\$ 137,626	\$ 135,206	\$ 134,601
E12	Coordinator/Community Serv	208	\$ 641.30	\$ 133,390	\$ 134,601	\$ 136,416	\$ 135,811	\$ 137,626	\$ 135,206	\$ 134,601
E13	Coordinator/Human Resource	215	\$ 641.30	\$ 137,879	\$ 139,090	\$ 140,905	\$ 140,300	\$ 142,116	\$ 139,695	\$ 139,090
E14	Coordinator/Annex	208	\$ 641.30	\$ 133,390	\$ 134,539	\$ 136,261	\$ 135,687	\$ 137,409	\$ 135,113	\$ 134,539
E15	Sr. Construction Project Mgr.	225	\$ 610.20	\$ 137,294	\$ 138,505	\$ 140,320	\$ 139,715	\$ 141,530	\$ 139,110	\$ 138,505
E16	Construction Project Mgr.	225	\$ 559.81	\$ 125,957	\$ 127,168	\$ 128,983	\$ 128,378	\$ 130,194	\$ 127,773	\$ 127,168
E17	Construction Project Engineer	225	\$ 393.83	\$ 88,611	\$ 89,821	\$ 91,637	\$ 91,032	\$ 92,847	\$ 90,427	\$ 89,821
E18	Controller	225	\$ 641.30	\$ 144,292	\$ 145,503	\$ 147,318	\$ 146,714	\$ 148,529	\$ 146,108	\$ 145,503

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
2019-2020 Management Salary Schedule
Includes 2.5% increase effective July 1, 2019

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	\$ 780.10	\$ 175,522	\$ 176,732	\$ 178,547	\$ 177,942	\$ 179,758	\$ 177,337	\$ 176,732
B2	Principal - Elem	208	\$ 772.77	\$ 160,735	\$ 161,946	\$ 163,761	\$ 163,156	\$ 164,971	\$ 162,551	\$ 161,946
B3	Principal - Middle	208	\$ 780.10	\$ 162,260	\$ 163,470	\$ 165,285	\$ 164,681	\$ 166,496	\$ 164,075	\$ 163,470
B4	Principal on Special Assignment	220	\$ 772.77	\$ 170,009	\$ 171,219	\$ 173,034	\$ 172,429	\$ 174,245	\$ 171,824	\$ 171,219
B5	Principal on Special Assignment	208	\$ 772.77	\$ 160,735	\$ 161,946	\$ 163,761	\$ 163,156	\$ 164,971	\$ 162,551	\$ 161,946
B6	Assistant Principal	208	\$ 705.45	\$ 146,733	\$ 147,943	\$ 149,758	\$ 149,153	\$ 150,969	\$ 148,548	\$ 147,943
B7	Asst. Director M & O	215	\$ 705.45	\$ 151,671	\$ 152,881	\$ 154,697	\$ 154,091	\$ 155,907	\$ 153,486	\$ 152,881
B8	M & O Manager	225	\$ 674.10	\$ 151,673	\$ 152,884	\$ 154,699	\$ 154,094	\$ 155,909	\$ 153,489	\$ 152,884
B9	Supervisor (M&O and CNS)	225	\$ 433.22	\$ 97,474	\$ 98,685	\$ 100,500	\$ 99,895	\$ 101,710	\$ 99,290	\$ 98,685
B10	Administrator/Food Service	225	\$ 705.45	\$ 158,725	\$ 159,936	\$ 161,751	\$ 161,146	\$ 162,961	\$ 160,541	\$ 159,936
B11	Coordinator/Ed. Services	208	\$ 705.45	\$ 146,733	\$ 147,943	\$ 149,758	\$ 149,153	\$ 150,969	\$ 148,548	\$ 147,943
B12	Coordinator/Community Serv	208	\$ 705.45	\$ 146,733	\$ 147,943	\$ 149,758	\$ 149,153	\$ 150,969	\$ 148,548	\$ 147,943
B13	Coordinator/Human Resource	215	\$ 705.45	\$ 151,671	\$ 152,881	\$ 154,697	\$ 154,091	\$ 155,907	\$ 153,486	\$ 152,881
B14	Coordinator/Annex	208	\$ 705.45	\$ 146,733	\$ 147,881	\$ 149,603	\$ 149,029	\$ 150,752	\$ 148,455	\$ 147,881
B15	Sr. Construction Project Mgr.	225	\$ 671.23	\$ 151,026	\$ 152,236	\$ 154,052	\$ 153,447	\$ 155,262	\$ 152,841	\$ 152,236
B16	Construction Project Mgr.	225	\$ 615.80	\$ 138,556	\$ 139,766	\$ 141,582	\$ 140,976	\$ 142,792	\$ 140,371	\$ 139,766
B17	Construction Project Engineer	225	\$ 433.22	\$ 97,474	\$ 98,685	\$ 100,500	\$ 99,896	\$ 101,710	\$ 99,290	\$ 98,685
B18	Controller	225	\$ 705.45	\$ 158,725	\$ 159,936	\$ 161,751	\$ 161,146	\$ 162,962	\$ 160,541	\$ 159,936

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
2019-2020 Management Salary Schedule
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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	\$ 795.70	\$ 179,032	\$ 180,242	\$ 182,058	\$ 181,453	\$ 183,268	\$ 180,847	\$ 180,242
B2	Principal - Elem	208	\$ 788.22	\$ 163,950	\$ 165,160	\$ 166,976	\$ 166,371	\$ 168,186	\$ 165,765	\$ 165,160
B3	Principal - Middle	208	\$ 795.70	\$ 165,505	\$ 166,716	\$ 168,531	\$ 167,926	\$ 169,741	\$ 167,321	\$ 166,716
B4	Principal on Special Assignment	220	\$ 788.22	\$ 173,409	\$ 174,619	\$ 176,435	\$ 175,829	\$ 177,645	\$ 175,224	\$ 174,619
B5	Principal on Special Assignment	208	\$ 788.22	\$ 163,950	\$ 165,160	\$ 166,976	\$ 166,371	\$ 168,186	\$ 165,765	\$ 165,160
B6	Assistant Principal	208	\$ 719.55	\$ 149,667	\$ 150,878	\$ 152,693	\$ 152,088	\$ 153,903	\$ 151,483	\$ 150,878
B7	Asst. Director M & O	215	\$ 719.55	\$ 154,704	\$ 155,915	\$ 157,730	\$ 157,125	\$ 158,940	\$ 156,520	\$ 155,915
B8	M & O Manager	225	\$ 687.59	\$ 154,707	\$ 155,917	\$ 157,733	\$ 157,127	\$ 158,943	\$ 156,522	\$ 155,917
B9	Supervisor (M&O and CNS)	225	\$ 441.88	\$ 99,424	\$ 100,634	\$ 102,450	\$ 101,844	\$ 103,660	\$ 101,239	\$ 100,634
B10	Administrator/Food Service	225	\$ 719.55	\$ 161,900	\$ 163,110	\$ 164,926	\$ 164,320	\$ 166,136	\$ 163,715	\$ 163,110
B11	Coordinator/Ed. Services	208	\$ 719.55	\$ 149,667	\$ 150,878	\$ 152,693	\$ 152,088	\$ 153,903	\$ 151,483	\$ 150,878
B12	Coordinator/Community Serv	208	\$ 719.55	\$ 149,667	\$ 150,878	\$ 152,693	\$ 152,088	\$ 153,903	\$ 151,483	\$ 150,878
B13	Coordinator/Human Resource	215	\$ 719.55	\$ 154,704	\$ 155,915	\$ 157,730	\$ 157,125	\$ 158,940	\$ 156,520	\$ 155,915
B14	Coordinator/Annex	208	\$ 719.55	\$ 149,667	\$ 150,816	\$ 152,538	\$ 151,964	\$ 153,686	\$ 151,390	\$ 150,816
B15	Sr. Construction Project Mgr.	225	\$ 684.65	\$ 154,046	\$ 155,257	\$ 157,072	\$ 156,467	\$ 158,283	\$ 155,862	\$ 155,257
B16	Construction Project Mgr.	225	\$ 628.12	\$ 141,327	\$ 142,537	\$ 144,353	\$ 143,748	\$ 145,563	\$ 143,142	\$ 142,537
B17	Construction Project Engineer	225	\$ 441.88	\$ 99,424	\$ 100,634	\$ 102,450	\$ 101,844	\$ 103,660	\$ 101,239	\$ 100,634
B18	Controller	225	\$ 719.55	\$ 161,900	\$ 163,110	\$ 164,926	\$ 164,320	\$ 166,136	\$ 163,715	\$ 163,110

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:

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Health/Dental/Vision upon retirement for employee for life after 20 years of service in management position in District

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San Mateo-Foster City School District
2019-2020 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	\$ 811.61	\$ 182,613	\$ 183,823	\$ 185,639	\$ 185,033	\$ 186,849	\$ 184,428	\$ 183,823
B2	Principal - Elem	208	\$ 803.99	\$ 167,229	\$ 168,439	\$ 170,254	\$ 169,650	\$ 171,465	\$ 169,044	\$ 168,439
B3	Principal - Middle	208	\$ 811.61	\$ 168,815	\$ 170,026	\$ 171,841	\$ 171,236	\$ 173,051	\$ 170,631	\$ 170,026
B4	Principal on Special Assignment	220	\$ 803.99	\$ 176,877	\$ 178,087	\$ 179,903	\$ 179,297	\$ 181,113	\$ 178,692	\$ 178,087
B5	Principal on Special Assignment	208	\$ 803.99	\$ 167,229	\$ 168,439	\$ 170,255	\$ 169,650	\$ 171,465	\$ 169,044	\$ 168,439
B6	Assistant Principal	208	\$ 733.95	\$ 152,661	\$ 153,871	\$ 155,686	\$ 155,081	\$ 156,897	\$ 154,476	\$ 153,871
B7	Asst. Director M & O	215	\$ 733.95	\$ 157,798	\$ 159,009	\$ 160,824	\$ 160,219	\$ 162,034	\$ 159,614	\$ 159,009
B8	M & O Manager	225	\$ 701.34	\$ 157,801	\$ 159,011	\$ 160,827	\$ 160,221	\$ 162,038	\$ 159,616	\$ 159,011
B9	Supervisor (M&O and CNS)	225	\$ 450.72	\$ 101,412	\$ 102,623	\$ 104,438	\$ 103,833	\$ 105,648	\$ 103,228	\$ 102,623
B10	Administrator/Food Service	225	\$ 733.95	\$ 165,138	\$ 166,348	\$ 168,164	\$ 167,559	\$ 169,374	\$ 166,953	\$ 166,348
B11	Coordinator/Ed. Services	208	\$ 733.95	\$ 152,661	\$ 153,871	\$ 155,686	\$ 155,081	\$ 156,897	\$ 154,476	\$ 153,871
B12	Coordinator/Community Serv	208	\$ 733.95	\$ 152,661	\$ 153,871	\$ 155,686	\$ 155,081	\$ 156,897	\$ 154,476	\$ 153,871
B13	Coordinator/Human Resource	215	\$ 733.95	\$ 157,798	\$ 159,009	\$ 160,824	\$ 160,219	\$ 162,034	\$ 159,613	\$ 159,009
B14	Coordinator/Annex	208	\$ 733.95	\$ 152,661	\$ 153,809	\$ 155,531	\$ 154,957	\$ 156,680	\$ 154,383	\$ 153,809
B15	Sr. Construction Project Mgr.	225	\$ 698.34	\$ 157,127	\$ 158,338	\$ 160,153	\$ 159,548	\$ 161,363	\$ 158,943	\$ 158,338
B16	Construction Project Mgr.	225	\$ 640.68	\$ 144,153	\$ 145,364	\$ 147,179	\$ 146,574	\$ 148,390	\$ 145,969	\$ 145,364
B17	Construction Project Engineer	225	\$ 450.72	\$ 101,412	\$ 102,623	\$ 104,438	\$ 103,833	\$ 105,648	\$ 103,228	\$ 102,623
B18	Controller	225	\$ 733.95	\$ 165,138	\$ 166,348	\$ 168,164	\$ 167,559	\$ 169,374	\$ 166,953	\$ 166,348

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.