

**San Mateo-Foster City School District
2020-2021 Management Salary Schedule
Includes 3% increase effective July 1, 2020**

Management Entry Level Salaries (MGREAG)

Board Approved: 9/24/2020

	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	\$ 730.47	\$ 164,355	\$ 165,601	\$ 167,471	\$ 166,848	\$ 168,719	\$ 166,225	\$ 165,602
E2	Principal - Elementary	208	\$ 723.59	\$ 150,506	\$ 151,753	\$ 153,623	\$ 152,999	\$ 154,869	\$ 152,376	\$ 151,753
E3	Principal - Middle	208	\$ 730.47	\$ 151,937	\$ 153,184	\$ 155,054	\$ 154,430	\$ 156,300	\$ 153,807	\$ 153,184
E4	Principal on Special Assignment	220	\$ 723.59	\$ 159,189	\$ 160,436	\$ 162,306	\$ 161,682	\$ 163,552	\$ 161,059	\$ 160,436
E5	Principal on Special Assignment	208	\$ 723.59	\$ 150,506	\$ 151,753	\$ 153,623	\$ 152,999	\$ 154,869	\$ 152,376	\$ 151,753
E6	Assistant Principal	208	\$ 660.54	\$ 137,392	\$ 138,639	\$ 140,509	\$ 139,885	\$ 141,755	\$ 139,262	\$ 138,639
E7	M & O Manager	225	\$ 631.21	\$ 142,022	\$ 143,269	\$ 145,138	\$ 144,515	\$ 146,385	\$ 143,892	\$ 143,269
E8	Supervisor (M&O and CNS)	225	\$ 405.64	\$ 91,270	\$ 92,516	\$ 94,386	\$ 93,763	\$ 95,633	\$ 93,139	\$ 92,516
E9	Coordinators	208	\$ 660.54	\$ 137,392	\$ 138,639	\$ 140,509	\$ 139,885	\$ 141,755	\$ 139,262	\$ 138,639
E10	Construction Project Manager	225	\$ 576.60	\$ 129,736	\$ 130,983	\$ 132,852	\$ 132,229	\$ 134,100	\$ 131,606	\$ 130,983

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
2020-2021 Management Salary Schedule
Includes 3% increase effective July 1, 2020**

Management Salaries Years 2 - 5 (MGRBAG)

Board Approved: 9/24/2020

	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	\$ 803.50	\$ 180,787	\$ 182,034	\$ 183,904	\$ 183,281	\$ 185,150	\$ 182,657	\$ 182,034
B2	Principal - Elementary	208	\$ 795.95	\$ 165,557	\$ 166,804	\$ 168,674	\$ 168,051	\$ 169,920	\$ 167,427	\$ 166,804
B3	Principal - Middle	208	\$ 803.50	\$ 167,128	\$ 168,374	\$ 170,244	\$ 169,621	\$ 171,491	\$ 168,997	\$ 168,374
B4	Principal on Special Assignment	220	\$ 795.95	\$ 175,109	\$ 176,355	\$ 178,225	\$ 177,602	\$ 179,472	\$ 176,979	\$ 176,355
B5	Principal on Special Assignment	208	\$ 795.95	\$ 165,557	\$ 166,804	\$ 168,674	\$ 168,051	\$ 169,920	\$ 167,427	\$ 166,804
B6	Assistant Principal	208	\$ 726.61	\$ 151,135	\$ 152,381	\$ 154,251	\$ 153,628	\$ 155,498	\$ 153,005	\$ 152,381
B7	M & O Manager	225	\$ 694.33	\$ 156,223	\$ 157,470	\$ 159,340	\$ 158,717	\$ 160,587	\$ 158,093	\$ 157,470
B8	Supervisor (M&O and CNS)	225	\$ 446.22	\$ 100,399	\$ 101,645	\$ 103,515	\$ 102,892	\$ 104,762	\$ 102,269	\$ 101,645
B9	Coordinators	208	\$ 726.61	\$ 151,135	\$ 152,381	\$ 154,251	\$ 153,628	\$ 155,498	\$ 153,005	\$ 152,381
B10	Construction Project Mgr.	225	\$ 634.28	\$ 142,712	\$ 143,959	\$ 145,829	\$ 145,206	\$ 147,076	\$ 144,582	\$ 143,959

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
2020-2021 Management Salary Schedule
Includes 3% increase effective July 1, 2020**

Management Salaries Years 6-10 (MGRBHN)

Board Approved: 9/24/2020

	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	\$ 819.57	\$ 184,403	\$ 185,650	\$ 187,519	\$ 186,896	\$ 188,766	\$ 186,273	\$ 185,650
B2	Principal - Elementary	208	\$ 811.87	\$ 168,869	\$ 170,115	\$ 171,985	\$ 171,362	\$ 173,232	\$ 170,738	\$ 170,115
B3	Principal - Middle	208	\$ 819.57	\$ 170,470	\$ 171,717	\$ 173,587	\$ 172,964	\$ 174,834	\$ 172,340	\$ 171,717
B4	Principal on Special Assignment	220	\$ 811.87	\$ 178,611	\$ 179,858	\$ 181,728	\$ 181,104	\$ 182,974	\$ 180,481	\$ 179,858
B5	Principal on Special Assignment	208	\$ 811.87	\$ 168,869	\$ 170,115	\$ 171,985	\$ 171,362	\$ 173,232	\$ 170,738	\$ 170,115
B6	Assistant Principal	208	\$ 741.14	\$ 154,157	\$ 155,404	\$ 157,274	\$ 156,651	\$ 158,521	\$ 156,027	\$ 155,404
B7	M & O Manager	225	\$ 708.21	\$ 159,348	\$ 160,595	\$ 162,465	\$ 161,841	\$ 163,711	\$ 161,218	\$ 160,595
B8	Supervisor (M&O and CNS)	225	\$ 455.14	\$ 102,407	\$ 103,653	\$ 105,523	\$ 104,900	\$ 106,770	\$ 104,276	\$ 103,653
B9	Coordinators	208	\$ 741.14	\$ 154,157	\$ 155,404	\$ 157,274	\$ 156,651	\$ 158,521	\$ 156,027	\$ 155,404
B10	Construction Project Mgr.	225	\$ 646.96	\$ 145,567	\$ 146,813	\$ 148,683	\$ 148,060	\$ 149,930	\$ 147,437	\$ 146,813

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
2020-2021 Management Salary Schedule
Includes 3% increase effective July 1, 2020**

Management Salaries Years 11+ (MGRBOU)

Board Approved: 9/24/2020

	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	\$ 835.96	\$ 188,091	\$ 189,338	\$ 191,208	\$ 190,584	\$ 192,454	\$ 189,961	\$ 189,338
B2	Principal - Elementary	208	\$ 828.11	\$ 172,246	\$ 173,493	\$ 175,362	\$ 174,739	\$ 176,609	\$ 174,116	\$ 173,493
B3	Principal - Middle	208	\$ 835.96	\$ 173,880	\$ 175,126	\$ 176,996	\$ 176,373	\$ 178,243	\$ 175,750	\$ 175,126
B4	Principal on Special Assignment	220	\$ 828.11	\$ 182,183	\$ 183,430	\$ 185,300	\$ 184,676	\$ 186,546	\$ 184,053	\$ 183,430
B5	Principal on Special Assignment	208	\$ 828.11	\$ 172,246	\$ 173,493	\$ 175,362	\$ 174,739	\$ 176,609	\$ 174,116	\$ 173,493
B6	Assistant Principal	208	\$ 755.96	\$ 157,241	\$ 158,487	\$ 160,357	\$ 159,734	\$ 161,604	\$ 159,110	\$ 158,487
B7	M & O Manager	225	\$ 722.38	\$ 162,535	\$ 163,781	\$ 165,652	\$ 165,028	\$ 166,899	\$ 164,405	\$ 163,781
B8	Supervisor (M&O and CNS)	225	\$ 464.24	\$ 104,455	\$ 105,701	\$ 107,571	\$ 106,948	\$ 108,818	\$ 106,324	\$ 105,701
B9	Coordinators	208	\$ 755.96	\$ 157,241	\$ 158,487	\$ 160,357	\$ 159,734	\$ 161,604	\$ 159,110	\$ 158,487
B10	Construction Project Mgr.	225	\$ 659.90	\$ 148,478	\$ 149,725	\$ 151,595	\$ 150,971	\$ 152,841	\$ 150,348	\$ 149,725

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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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.