

**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: 05/26/2022

	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
E21	Coordinators	220	\$ 721.79	\$ 158,793	\$ 160,234	\$ 162,395	\$ 161,675	\$ 163,836	\$ 160,955	\$ 160,234

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 Salaries Years 2 - 5 (MGRBAG)

Board Approved: 05/26/2022

	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
B21	Coordinators	220	\$ 793.99	\$ 174,677	\$ 176,118	\$ 178,279	\$ 177,558	\$ 179,720	\$ 176,838	\$ 176,118

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 Salaries Years 6-10 (MGRBHN)

Board Approved: 05/26/2022

	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
B21	Coordinators	220	\$ 809.87	\$ 178,170	\$ 179,611	\$ 181,772	\$ 181,052	\$ 183,213	\$ 180,332	\$ 179,611

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 Salaries Years 11+ (MGRBOU)

Board Approved: 05/26/2022

	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
B21	Coordinators	220	\$ 826.06	\$ 181,734	\$ 183,175	\$ 185,336	\$ 184,615	\$ 186,776	\$ 183,895	\$ 183,175

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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Vacation:

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- 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.