

APPENDIX A
SAN MATEO UNION HIGH SCHOOL DISTRICT
187 Days Certificated Employees Salary Schedule 2021-2022
(Schedule includes 2.5% Settlement for 2021-2022)

| STEP | III *** A.B. + 30 | IV A.B. + 45 | V A.B. + 60 | VI A.B. + 75 | STEP |
|-------------------------|---|-----------------|----------------------|-----------------|------|
| 1 | 75,883 | 76,400 | 78,323 | 82,726 | 1 |
| 2 | 76,400 | 78,323 | 82,726 | 87,152 | 2 |
| 3 | 78,323 | 82,726 | 87,152 | 91,570 | 3 |
| 4 | 82,726 | 87,152 | 91,570 | 96,001 | 4 |
| 5 | 87,152 | 91,570 | 96,001 | 100,421 | 5 |
| 6 | 91,570 | 96,001 | 100,421 | 104,843 | 6 |
| 7 | 96,001 | 100,421 | 104,843 | 109,266 | 7 |
| 8 | 100,421 | 104,843 | 109,266 | 113,687 | 8 |
| 9 | 104,843 | 109,266 | 113,687 | 118,109 | 9 |
| 10 | 109,266 | 113,687 | 118,109 | 122,533 | 10 |
| 11 | | 118,109 | 122,533 | 126,955 | 11 |
| 12 | | 122,533 | 126,955 | 131,380 | 12 |
| CAREER INCREMENT | | | | | |
| 16 | [Step 16 add 1 Career Increment (\$2,577) to Class VI Step 12] | | | 133,957 | 16 |
| 19 | [Step 19 add 2 Career Increments (\$5,154) to Class VI Step 12] | | | 136,534 | 19 |
| 22 | [Step 22 add 3 Career Increments (\$7,731) to Class VI Step 12] | | | 139,111 | 22 |
| | Master Stipend | 2,577 | Ph.D. Stipend | 2,577 | |

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

Any employee with less than a A.B. plus 30 shall receive the minimum salary of \$73,218. Step movements shall 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

| <u>Sections</u> | <u>Amount</u> | <u>Release Days</u> |
|---------------------------------------|---------------|---------------------|
| Middle College | \$847 | - |
| PHS | \$1,000 | 3 |
| 1 - 15 | \$3,239 | 10 |
| 16 - 29 | \$4,210 | 15 |
| 30 + | \$5,178 | 20 |
| Variable Rate: | | \$45.33 |
| Prep Period Rate: | | \$68.02 |
| Professional Development Rate: | | \$59.17 |