

APPENDIX A
SAN MATEO UNION HIGH SCHOOL DISTRICT
187 Days Certificated Employees Salary Schedule 2023-2024
(Schedule includes 4.0% Settlement for 2023-2024)

STEP	III *** A.B. + 30	IV A.B. + 45	V A.B. + 60	VI A.B. + 75	STEP
1	82,470	83,032	85,122	89,907	1
2	83,032	85,122	89,907	94,717	2
3	85,122	89,907	94,717	99,519	3
4	89,907	94,717	99,519	104,334	4
5	94,717	99,519	104,334	109,138	5
6	99,519	104,334	109,138	113,943	6
7	104,334	109,138	113,943	118,750	7
8	109,138	113,943	118,750	123,555	8
9	113,943	118,750	123,555	128,361	9
10	118,750	123,555	128,361	133,169	10
11		128,361	133,169	137,975	11
12		133,169	137,975	142,784	12
16	[Step 16 add 1 Career Increment (\$2,801) to Class VI Step 12]		2,801	145,585	16
19	[Step 19 add 2 Career Increments (\$5,602) to Class VI Step 12]		5,602	148,386	19
22	[Step 22 add 3 Career Increments (\$8,403) to Class VI Step 12]		8,403	151,187	22
	Master Stipend			2,801	
	Ph.D. Stipend			2,801	
	National Board Certified Teacher (NBCT) certification			2,801	

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

Any employee with less than a A.B. plus 30 shall receive the minimum salary of \$79,574. Step movements shall apply 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

Sections	Amount	Release Days
Middle College/PHS (1-5)	\$1,500	3
Middle College/PHS (6+)	\$2,000	3
1 - 15	\$3,520	10
16 - 29	\$4,575	15
30 +	\$5,627	20
Variable Rate:		\$49.26
Prep Period Rate:		\$73.89
Professional Development Rate:		\$64.30