

APPENDIX A
SAN MATEO UNION HIGH SCHOOL DISTRICT
187 Days Certificated Employees Salary Schedule 2022-2023
(Schedule includes 4.5% Settlement for 2022-2023)

STEP	III *** A.B. + 30	IV A.B. + 45	V A.B. + 60	VI A.B. + 75	STEP
1	79,298	79,838	81,848	86,449	1
2	79,838	81,848	86,449	91,074	2
3	81,848	86,449	91,074	95,691	3
4	86,449	91,074	95,691	100,321	4
5	91,074	95,691	100,321	104,940	5
6	95,691	100,321	104,940	109,561	6
7	100,321	104,940	109,561	114,183	7
8	104,940	109,561	114,183	118,803	8
9	109,561	114,183	118,803	123,424	9
10	114,183	118,803	123,424	128,047	10
11		123,424	128,047	132,668	11
12		128,047	132,668	137,292	12
16	[Step 16 add 1 Career Increment (\$2,693) to Class VI Step 12]		2,693	139,985	16
19	[Step 19 add 2 Career Increments (\$5,386) to Class VI Step 12]		5,386	142,678	19
22	[Step 22 add 3 Career Increments (\$8,079) to Class VI Step 12]		8,079	145,371	22
	Master Stipend	2,693		Ph.D. Stipend	2,693

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

Any employee with less than a A.B. plus 30 shall receive the minimum salary of \$76,513. 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	\$885	-
PHS	\$1,045	3
1 - 15	\$3,385	10
16 - 29	\$4,399	15
30 +	\$5,411	20
Variable Rate:		\$47.37
Prep Period Rate:		\$71.06
Professional Development Rate:		\$61.83