

San Mateo-Foster City School District
2024-2025 Management Salary Schedule
Includes 5% increase effective July 1, 2024

Management Entry Level Salaries (MGREAG)

Board Approved: 06/27/2024

	Position	Work Days	Per Diem	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA or DR/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
				A	B	C	D	E	F	G
E1	Directors	224	\$ 841.85	\$ 188,574	\$ 190,004	\$ 192,149	\$ 191,435	\$ 193,581	\$ 190,720	\$ 190,004
E2	Principal - Elementary	208	\$ 830.21	\$ 172,685	\$ 174,115	\$ 176,261	\$ 175,545	\$ 177,691	\$ 174,830	\$ 174,115
E3	Principal - Middle	208	\$ 838.11	\$ 174,327	\$ 175,757	\$ 177,903	\$ 177,188	\$ 179,333	\$ 176,472	\$ 175,757
E4	Principal on Special Assignment	220	\$ 830.21	\$ 182,647	\$ 184,077	\$ 186,223	\$ 185,508	\$ 187,653	\$ 184,793	\$ 184,077
E5	Principal on Special Assignment	208	\$ 830.21	\$ 172,685	\$ 174,115	\$ 176,260	\$ 175,545	\$ 177,691	\$ 174,830	\$ 174,115
E6	Assistant Principal	208	\$ 757.88	\$ 157,639	\$ 159,069	\$ 161,215	\$ 160,500	\$ 162,645	\$ 159,784	\$ 159,069
E7	Manager	224	\$ 727.46	\$ 162,951	\$ 164,382	\$ 166,527	\$ 165,812	\$ 167,957	\$ 165,097	\$ 164,382
E8	Supervisor	224	\$ 467.50	\$ 104,720	\$ 106,151	\$ 108,297	\$ 107,581	\$ 109,727	\$ 106,866	\$ 106,151
E9	Coordinators	208	\$ 757.88	\$ 157,639	\$ 159,069	\$ 161,215	\$ 160,500	\$ 162,645	\$ 159,784	\$ 159,069
E10	Construction Project Manager	224	\$ 664.52	\$ 148,853	\$ 150,284	\$ 152,429	\$ 151,714	\$ 153,861	\$ 150,999	\$ 150,284
E15	Sr. Construction Project Manager	224	\$ 724.33	\$ 162,250	\$ 163,809	\$ 166,148	\$ 165,368	\$ 167,708	\$ 164,589	\$ 163,809
E17	Construction Project Engineer	224	\$ 467.50	\$ 104,720	\$ 106,151	\$ 108,297	\$ 107,581	\$ 109,727	\$ 106,866	\$ 106,151
E20	Assistant Director	215	\$ 830.21	\$ 178,496	\$ 179,974	\$ 182,193	\$ 181,453	\$ 183,671	\$ 180,714	\$ 179,974
E21	Coordinators	220	\$ 757.88	\$ 166,733	\$ 168,246	\$ 170,516	\$ 169,759	\$ 172,028	\$ 169,003	\$ 168,246
E22	Executive Director	224	\$ 1,007.19	\$ 225,611	\$ 227,779	\$ 231,031	\$ 229,947	\$ 233,200	\$ 228,863	\$ 227,779

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

ACSA membership dues:

- ACSA membership dues will be split and 50% of the cost will be paid by the employee.

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
2024-2025 Management Salary Schedule
Includes 5% increase effective July 1, 2024**

Management Salaries Years 2 - 5 (MGRBAG)

Board Approved: 06/27/2024

	Position	Work Days	Per Diem	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA or DR/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
				A	B	C	D	E	F	G
B1	Directors	224	\$ 926.02	\$ 207,428	\$ 208,858	\$ 211,003	\$ 210,288	\$ 212,434	\$ 209,573	\$ 208,858
B2	Principal - Elementary	208	\$ 913.24	\$ 189,953	\$ 191,384	\$ 193,529	\$ 192,814	\$ 194,959	\$ 192,099	\$ 191,384
B3	Principal - Middle	208	\$ 921.91	\$ 191,757	\$ 193,188	\$ 195,333	\$ 194,618	\$ 196,764	\$ 193,902	\$ 193,188
B4	Principal on Special Assignment	220	\$ 913.24	\$ 200,912	\$ 202,343	\$ 204,488	\$ 203,773	\$ 205,918	\$ 203,058	\$ 202,343
B5	Principal on Special Assignment	208	\$ 913.24	\$ 189,953	\$ 191,384	\$ 193,529	\$ 192,814	\$ 194,959	\$ 192,099	\$ 191,384
B6	Assistant Principal	208	\$ 833.69	\$ 173,407	\$ 174,838	\$ 176,983	\$ 176,268	\$ 178,414	\$ 175,553	\$ 174,838
B7	Manager	224	\$ 800.21	\$ 179,246	\$ 180,676	\$ 182,822	\$ 182,107	\$ 184,252	\$ 181,391	\$ 180,676
B8	Supervisor	224	\$ 514.26	\$ 115,194	\$ 116,624	\$ 118,770	\$ 118,055	\$ 120,200	\$ 117,340	\$ 116,624
B9	Coordinators	208	\$ 833.69	\$ 173,407	\$ 174,838	\$ 176,983	\$ 176,268	\$ 178,414	\$ 175,553	\$ 174,838
B10	Construction Project Manager	224	\$ 731.00	\$ 163,744	\$ 165,174	\$ 167,320	\$ 166,604	\$ 168,750	\$ 165,889	\$ 165,174
B15	Sr. Construction Project Manager	224	\$ 796.77	\$ 178,477	\$ 180,036	\$ 182,374	\$ 181,595	\$ 183,933	\$ 180,815	\$ 180,036
B17	Construction Project Engineer	224	\$ 514.26	\$ 115,194	\$ 116,624	\$ 118,770	\$ 118,055	\$ 120,200	\$ 117,340	\$ 116,624
B20	Assistant Director	215	\$ 913.24	\$ 196,346	\$ 197,825	\$ 200,042	\$ 199,303	\$ 201,521	\$ 198,564	\$ 197,825
B21	Coordinators	220	\$ 833.69	\$ 183,412	\$ 184,925	\$ 187,194	\$ 186,437	\$ 188,707	\$ 185,681	\$ 184,925
B22	Executive Director	224	\$ 1,107.91	\$ 248,171	\$ 250,218	\$ 253,289	\$ 252,265	\$ 255,336	\$ 251,242	\$ 250,218

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

ACSA membership dues:

ACSA membership dues will be split and 50% of the cost will be paid by the employee.

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
2024-2025 Management Salary Schedule
Includes 5% increase effective July 1, 2024

Management Salaries Years 6-10 (MGRBHN)

Board Approved: 06/27/2024

	Position	Work Days	Per Diem +2%	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA or DR/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
				H	I	J	K	L	M	N
B1	Directors	224	\$ 944.54	\$ 211,576	\$ 213,006	\$ 215,152	\$ 214,437	\$ 216,582	\$ 213,722	\$ 213,006
B2	Principal - Elementary	208	\$ 931.50	\$ 193,752	\$ 195,183	\$ 197,328	\$ 196,613	\$ 198,759	\$ 195,898	\$ 195,183
B3	Principal - Middle	208	\$ 940.35	\$ 195,593	\$ 197,023	\$ 199,168	\$ 198,453	\$ 200,599	\$ 197,738	\$ 197,023
B4	Principal on Special Assignment	220	\$ 931.50	\$ 204,930	\$ 206,361	\$ 208,507	\$ 207,791	\$ 209,937	\$ 207,076	\$ 206,361
B5	Principal on Special Assignment	208	\$ 931.50	\$ 193,752	\$ 195,183	\$ 197,328	\$ 196,613	\$ 198,759	\$ 195,898	\$ 195,183
B6	Assistant Principal	208	\$ 850.36	\$ 176,876	\$ 178,306	\$ 180,451	\$ 179,736	\$ 181,882	\$ 179,021	\$ 178,306
B7	Manager	224	\$ 816.21	\$ 182,831	\$ 184,261	\$ 186,407	\$ 185,692	\$ 187,837	\$ 184,976	\$ 184,261
B8	Supervisor	224	\$ 524.54	\$ 117,498	\$ 118,928	\$ 121,074	\$ 120,358	\$ 122,504	\$ 119,643	\$ 118,928
B9	Coordinators	208	\$ 850.36	\$ 176,876	\$ 178,306	\$ 180,451	\$ 179,736	\$ 181,882	\$ 179,021	\$ 178,306
B10	Construction Project Manager	224	\$ 745.62	\$ 167,019	\$ 168,449	\$ 170,595	\$ 169,879	\$ 172,025	\$ 169,164	\$ 168,449
B15	Sr. Construction Project Manager	224	\$ 812.71	\$ 182,046	\$ 183,605	\$ 185,944	\$ 185,164	\$ 187,503	\$ 184,385	\$ 183,605
B17	Construction Project Engineer	224	\$ 524.54	\$ 117,498	\$ 118,928	\$ 121,074	\$ 120,358	\$ 122,504	\$ 119,643	\$ 118,928
B20	Assistant Director	215	\$ 931.50	\$ 200,273	\$ 201,751	\$ 203,969	\$ 203,230	\$ 205,448	\$ 202,491	\$ 201,751
B21	Coordinators	220	\$ 850.36	\$ 187,080	\$ 188,593	\$ 190,862	\$ 190,106	\$ 192,375	\$ 189,349	\$ 188,593
B22	Executive Director	224	\$ 1,130.07	\$ 253,135	\$ 255,182	\$ 258,252	\$ 257,229	\$ 260,299	\$ 256,205	\$ 255,182

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

ACSA membership dues:

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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.

**San Mateo-Foster City School District
2024-2025 Management Salary Schedule
Includes 5% increase effective July 1, 2024**

Management Salaries Years 11+ (MGRBOU)

Board Approved: 06/27/2024

	Position	Work Days	Per Diem +2%	Annual Salary	Annual Salary w/ MA	Annual Salary w/ MA/DR	Annual Salary w/ MA or DR/BCLAD	Annual Salary w/ MA/DR/BCLAD	Annual Salary w/ DR	Annual Salary w/ BCLAD
				O	P	Q	R	S	T	U
B1	Directors	224	\$ 963.43	\$ 215,808	\$ 217,238	\$ 219,384	\$ 218,668	\$ 220,814	\$ 217,953	\$ 217,238
B2	Principal - Elementary	208	\$ 950.13	\$ 197,628	\$ 199,058	\$ 201,203	\$ 200,488	\$ 202,634	\$ 199,773	\$ 199,058
B3	Principal - Middle	208	\$ 959.16	\$ 199,504	\$ 200,935	\$ 203,080	\$ 202,365	\$ 204,511	\$ 201,650	\$ 200,935
B4	Principal on Special Assignment	220	\$ 950.13	\$ 209,029	\$ 210,459	\$ 212,605	\$ 211,890	\$ 214,035	\$ 211,175	\$ 210,459
B5	Principal on Special Assignment	208	\$ 950.13	\$ 197,628	\$ 199,058	\$ 201,203	\$ 200,488	\$ 202,634	\$ 199,773	\$ 199,058
B6	Assistant Principal	208	\$ 867.37	\$ 180,413	\$ 181,843	\$ 183,989	\$ 183,274	\$ 185,419	\$ 182,559	\$ 181,843
B7	Manager	224	\$ 832.53	\$ 186,487	\$ 187,918	\$ 190,063	\$ 189,348	\$ 191,495	\$ 188,633	\$ 187,918
B8	Supervisor	224	\$ 535.03	\$ 119,848	\$ 121,278	\$ 123,424	\$ 122,708	\$ 124,854	\$ 121,993	\$ 121,278
B9	Coordinators	208	\$ 867.37	\$ 180,413	\$ 181,843	\$ 183,989	\$ 183,274	\$ 185,419	\$ 182,559	\$ 181,843
B10	Construction Project Manager	224	\$ 760.53	\$ 170,359	\$ 171,789	\$ 173,935	\$ 173,220	\$ 175,365	\$ 172,504	\$ 171,789
B15	Sr. Construction Project Manager	224	\$ 828.96	\$ 185,687	\$ 187,246	\$ 189,585	\$ 188,805	\$ 191,144	\$ 188,026	\$ 187,246
B17	Construction Project Engineer	224	\$ 535.03	\$ 119,848	\$ 121,278	\$ 123,424	\$ 122,708	\$ 124,854	\$ 121,993	\$ 121,278
B20	Assistant Director	215	\$ 950.13	\$ 204,278	\$ 205,757	\$ 207,974	\$ 207,235	\$ 209,453	\$ 206,496	\$ 205,757
B21	Coordinators	220	\$ 867.37	\$ 190,822	\$ 192,334	\$ 194,604	\$ 193,847	\$ 196,116	\$ 193,091	\$ 192,334
B22	Executive Director	224	\$ 1,152.67	\$ 258,197	\$ 260,244	\$ 263,315	\$ 262,291	\$ 265,362	\$ 261,268	\$ 260,244

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:

- Twelve month employees - 20 vacation days per year
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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.