

APPENDIX A
SAN MATEO UNION HIGH SCHOOL DISTRICT
187 Days Certificated Employees Salary Schedule 2024-2025
(Schedule includes 4.0% Settlement for 2024-2025)

STEP	III *** A.B. + 30	IV A.B. + 45	V A.B. + 60	VI A.B. + 75	STEP
1	85,769	86,353	88,527	93,503	1
2	86,353	88,527	93,503	98,506	2
3	88,527	93,503	98,506	103,500	3
4	93,503	98,506	103,500	108,507	4
5	98,506	103,500	108,507	113,504	5
6	103,500	108,507	113,504	118,501	6
7	108,507	113,504	118,501	123,500	7
8	113,504	118,501	123,500	128,497	8
9	118,501	123,500	128,497	133,495	9
10	123,500	128,497	133,495	138,496	10
11		133,495	138,496	143,494	11
12		138,496	143,494	148,495	12
16	[Step 16 add 1 Career Increment (\$2,913) to Class VI Step 12]		2,913	151,408	16
19	[Step 19 add 2 Career Increments (\$5,826) to Class VI Step 12]		5,826	154,321	19
22	[Step 22 add 3 Career Increments (\$8,739) to Class VI Step 12]		8,739	157,234	22
	Master Stipend			2,913	
	Ph.D. Stipend			2,913	
	National Board Certified Teacher (NBCT) certification			2,913	

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

Any employee with less than a A.B. plus 30 shall receive the minimum salary of \$82,756. 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)	\$1,560	3
Middle College/PHS (6+)	\$2,080	3
1 - 15	\$3,661	10
16 - 29	\$4,758	15
30 +	\$5,852	20
Variable Rate:		\$51.23
Prep Period Rate:		\$76.85
Professional Development Rate:		\$66.87