

San Mateo-Foster City School District
2026-2027 Management Salary Schedule
Includes 3% increase effective July 1, 2026

Management Entry Level Salaries (MGREAG)

Board Approved: 06/25/2026

	Position	Work Days	Daily 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	\$ 897.45	\$ 201,029	\$ 202,553	\$ 204,840	\$ 204,078	\$ 206,366	\$ 203,316	\$ 202,553
E2	Principal - Elementary School	208	\$ 885.05	\$ 184,090	\$ 185,615	\$ 187,903	\$ 187,140	\$ 189,427	\$ 186,377	\$ 185,615
E3	Principal - Middle School	208	\$ 893.46	\$ 185,840	\$ 187,365	\$ 189,652	\$ 188,890	\$ 191,177	\$ 188,128	\$ 187,365
E4	Principal on Special Assignment	220	\$ 885.05	\$ 194,711	\$ 196,235	\$ 198,523	\$ 197,760	\$ 200,047	\$ 196,998	\$ 196,235
E5	Principal on Special Assignment	208	\$ 885.05	\$ 184,090	\$ 185,615	\$ 187,902	\$ 187,140	\$ 189,427	\$ 186,377	\$ 185,615
E6	Assistant Principal	208	\$ 807.94	\$ 168,052	\$ 169,577	\$ 171,864	\$ 171,102	\$ 173,389	\$ 170,339	\$ 169,577
E7	Manager	224	\$ 775.51	\$ 173,714	\$ 175,239	\$ 177,526	\$ 176,763	\$ 179,051	\$ 176,002	\$ 175,239
E8	Supervisor	224	\$ 498.38	\$ 111,636	\$ 113,161	\$ 115,449	\$ 114,686	\$ 116,974	\$ 113,923	\$ 113,161
E9	Coordinators	208	\$ 807.94	\$ 168,052	\$ 169,577	\$ 171,864	\$ 171,102	\$ 173,389	\$ 170,339	\$ 169,577
E10	Construction Project Manager	224	\$ 708.41	\$ 158,685	\$ 160,209	\$ 162,497	\$ 161,734	\$ 164,023	\$ 160,972	\$ 160,209
E12	Chief of Strategic Plan Initiatives	224	\$ 1,073.71	\$ 240,512	\$ 242,823	\$ 246,289	\$ 245,134	\$ 248,603	\$ 243,978	\$ 242,823
E15	Sr. Construction Project Manager	224	\$ 772.17	\$ 172,966	\$ 174,628	\$ 177,121	\$ 176,290	\$ 178,785	\$ 175,459	\$ 174,628
E17	Construction Project Engineer	224	\$ 498.38	\$ 111,636	\$ 113,161	\$ 115,449	\$ 114,686	\$ 116,974	\$ 113,923	\$ 113,161
E20	Assistant Director	215	\$ 885.05	\$ 190,285	\$ 191,861	\$ 194,226	\$ 193,438	\$ 195,802	\$ 192,649	\$ 191,861
E21	Coordinators	220	\$ 807.94	\$ 177,747	\$ 179,360	\$ 181,779	\$ 180,973	\$ 183,392	\$ 180,166	\$ 179,360
E22	Executive Director	224	\$ 1,073.71	\$ 240,512	\$ 242,823	\$ 246,289	\$ 245,134	\$ 248,603	\$ 243,978	\$ 242,823

Annual Stipends:

Title I Stipend for Principal of Title I School - \$2,000 per year

Mileage Stipend - \$80 per month

Cell Phone Stipend - \$50 per month

H & W Benefits:

Medical benefits: 100% lowest cost HMO for employee only coverage, no cash back

Commencing in the 2026-2027 plan year, the District contribution toward medical two-party coverage shall increase to 33.33% annually until the District reaches a maximum contribution of 100% of the two-party coverage lowest HMO plan premium in the 2028-2029 plan year.

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 H&W Benefits:

The employee must have reached minimum retirement age and be retired under the provisions of the STRS/PERS retirement system.

The vested employee is eligible for the following retiree only lifetime health benefits upon retirement from the school district:

Anyone retired on or after January 1, 2004 has a monthly Medical premium cap of \$1,000 for retiree only

Dental & Vision premiums at no cost upon retirement from the District for retiree only.

The vesting period to earn retiree health benefits will be:

Hired into management position PRIOR to July 1, 2003 must have served the District for at least 5 years as a manager immediately prior to retirement.

Hired into management position on or after July 1, 2003 must have served the District at least 10 years as a manager immediately prior to retirement.

Hired into management position on or after July 1, 2011 must have served the District at least 20 years as a manager immediately prior to retirement.

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 he/she retires prior to earning the management retiree benefits.

San Mateo-Foster City School District
2026-2027 Management Salary Schedule
Includes 3% increase effective July 1, 2026

Management Salaries Years 2 - 5 (MGRBAG)

Board Approved: 06/25/2026

	Position	Work Days	Daily 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	\$ 987.18	\$ 221,129	\$ 222,654	\$ 224,941	\$ 224,179	\$ 226,466	\$ 223,416	\$ 222,654
B2	Principal - Elementary	208	\$ 973.56	\$ 202,500	\$ 204,024	\$ 206,312	\$ 205,549	\$ 207,836	\$ 204,787	\$ 204,024
B3	Principal - Middle	208	\$ 982.81	\$ 204,424	\$ 205,948	\$ 208,235	\$ 207,473	\$ 209,760	\$ 206,710	\$ 205,948
B4	Principal on Special Assignment	220	\$ 973.56	\$ 214,182	\$ 215,707	\$ 217,994	\$ 217,232	\$ 219,519	\$ 216,469	\$ 215,707
B5	Principal on Special Assignment	208	\$ 973.56	\$ 202,500	\$ 204,024	\$ 206,312	\$ 205,549	\$ 207,836	\$ 204,787	\$ 204,024
B6	Assistant Principal	208	\$ 888.76	\$ 184,861	\$ 186,386	\$ 188,673	\$ 187,911	\$ 190,198	\$ 187,148	\$ 186,386
B7	Manager	224	\$ 853.07	\$ 191,087	\$ 192,612	\$ 194,899	\$ 194,137	\$ 196,424	\$ 193,374	\$ 192,612
B8	Supervisor	224	\$ 548.23	\$ 122,803	\$ 124,328	\$ 126,615	\$ 125,853	\$ 128,140	\$ 125,090	\$ 124,328
B9	Coordinators	208	\$ 888.76	\$ 184,861	\$ 186,386	\$ 188,673	\$ 187,911	\$ 190,198	\$ 187,148	\$ 186,386
B10	Construction Project Manager	224	\$ 779.29	\$ 174,560	\$ 176,085	\$ 178,372	\$ 177,610	\$ 179,897	\$ 176,848	\$ 176,085
B12	Chief of Strategic Plan Initiatives	224	\$ 1,181.09	\$ 264,564	\$ 266,747	\$ 270,020	\$ 268,929	\$ 272,202	\$ 267,838	\$ 266,747
B15	Sr. Construction Project Manager	224	\$ 849.40	\$ 190,266	\$ 191,928	\$ 194,421	\$ 193,589	\$ 196,083	\$ 192,759	\$ 191,928
B17	Construction Project Engineer	224	\$ 548.23	\$ 122,803	\$ 124,328	\$ 126,615	\$ 125,853	\$ 128,140	\$ 125,090	\$ 124,328
B20	Assistant Director	215	\$ 973.56	\$ 209,315	\$ 210,891	\$ 213,255	\$ 212,467	\$ 214,831	\$ 211,679	\$ 210,891
B21	Coordinators	220	\$ 888.76	\$ 195,526	\$ 197,139	\$ 199,558	\$ 198,752	\$ 201,171	\$ 197,945	\$ 197,139
B22	Executive Director	224	\$ 1,181.09	\$ 264,564	\$ 266,747	\$ 270,020	\$ 268,929	\$ 272,202	\$ 267,838	\$ 266,747

Annual Stipends:

Title I Stipend for Principal of Title I School - \$2,000 per year

Mileage Stipend - \$80 per month

Cell Phone Stipend - \$50 per month

H & W Benefits:

Medical benefits: 100% lowest cost HMO for employee only coverage, no cash back

Commencing in the 2026-2027 plan year, the District contribution toward medical two-party coverage shall increase to 33.33% annually until the District reaches a maximum contribution of 100% of the two-party coverage lowest HMO plan premium in the 2028-2029 plan year.

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 H&W Benefits:

The employee must have reached minimum retirement age and be retired under the provisions of the STRS/PERS retirement system.

The vested employee is eligible for the following retiree only lifetime health benefits upon retirement from the school district:

Anyone retired on or after January 1, 2004 has a monthly Medical premium cap of \$1,000 for retiree only

Dental & Vision premiums at no cost upon retirement from the District for retiree only.

The vesting period to earn retiree health benefits will be:

Hired into management position PRIOR to July 1, 2003 must have served the District for at least 5 years as a manager immediately prior to retirement.

Hired into management position on or after July 1, 2003 must have served the District at least 10 years as a manager immediately prior to retirement.

Hired into management position on or after July 1, 2011 must have served the District at least 20 years as a manager immediately prior to retirement.

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 he/she retires prior to earning the management retiree benefits.

San Mateo-Foster City School District
2026-2027 Management Salary Schedule
Includes 3% increase effective July 1, 2026

Management Salaries Years 6-10 (MGRBHN)

Board Approved: 06/25/2026

	Position	Work Days	Daily 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	\$ 1,006.93	\$ 225,552	\$ 227,076	\$ 229,363	\$ 228,601	\$ 230,888	\$ 227,839	\$ 227,076
B2	Principal - Elementary	208	\$ 993.03	\$ 206,550	\$ 208,074	\$ 210,362	\$ 209,599	\$ 211,887	\$ 208,837	\$ 208,074
B3	Principal - Middle	208	\$ 1,002.46	\$ 208,512	\$ 210,037	\$ 212,324	\$ 211,562	\$ 213,849	\$ 210,799	\$ 210,037
B4	Principal on Special Assignment	220	\$ 993.03	\$ 218,466	\$ 219,991	\$ 222,278	\$ 221,516	\$ 223,803	\$ 220,753	\$ 219,991
B5	Principal on Special Assignment	208	\$ 993.03	\$ 206,550	\$ 208,074	\$ 210,362	\$ 209,599	\$ 211,886	\$ 208,837	\$ 208,074
B6	Assistant Principal	208	\$ 906.53	\$ 188,558	\$ 190,083	\$ 192,370	\$ 191,608	\$ 193,895	\$ 190,846	\$ 190,083
B7	Manager	224	\$ 870.13	\$ 194,909	\$ 196,433	\$ 198,721	\$ 197,958	\$ 200,246	\$ 197,196	\$ 196,433
B8	Supervisor	224	\$ 559.19	\$ 125,259	\$ 126,784	\$ 129,071	\$ 128,309	\$ 130,596	\$ 127,546	\$ 126,784
B9	Coordinators	208	\$ 906.53	\$ 188,558	\$ 190,083	\$ 192,370	\$ 191,608	\$ 193,895	\$ 190,846	\$ 190,083
B10	Construction Project Manager	224	\$ 794.87	\$ 178,052	\$ 179,576	\$ 181,864	\$ 181,101	\$ 183,388	\$ 180,339	\$ 179,576
B12	Chief of Strategic Plan Initiatives	224	\$ 1,204.71	\$ 269,856	\$ 272,038	\$ 275,311	\$ 274,220	\$ 277,493	\$ 273,129	\$ 272,038
B15	Sr. Construction Project Manager	224	\$ 866.39	\$ 194,071	\$ 195,733	\$ 198,226	\$ 197,395	\$ 199,888	\$ 196,564	\$ 195,733
B17	Construction Project Engineer	224	\$ 559.19	\$ 125,259	\$ 126,784	\$ 129,071	\$ 128,309	\$ 130,596	\$ 127,546	\$ 126,784
B20	Assistant Director	215	\$ 993.03	\$ 213,501	\$ 215,077	\$ 217,441	\$ 216,653	\$ 219,018	\$ 215,865	\$ 215,077
B21	Coordinators	220	\$ 906.53	\$ 199,437	\$ 201,050	\$ 203,469	\$ 202,662	\$ 205,082	\$ 201,856	\$ 201,050
B22	Executive Director	224	\$ 1,204.71	\$ 269,856	\$ 272,038	\$ 275,311	\$ 274,220	\$ 277,493	\$ 273,129	\$ 272,038

Annual Stipends:

Title I Stipend for Principal of Title I School - \$2,000 per year
 Mileage Stipend - \$80 per month
 Cell Phone Stipend - \$50 per month

H & W Benefits:

Medical benefits: 100% lowest cost HMO for employee only coverage, no cash back
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 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 H&W Benefits:

The employee must have reached minimum retirement age and be retired under the provisions of the STRS/PERS retirement system.
 The vested employee is eligible for the following retiree only lifetime health benefits upon retirement from the school district:
 Anyone retired on or after January 1, 2004 has a monthly Medical premium cap of \$1,000 for retiree only
 Dental & Vision premiums at no cost upon retirement from the District for retiree only.

The vesting period to earn retiree health benefits will be:

- Hired into management position PRIOR to July 1, 2003 must have served the District for at least 5 years as a manager immediately prior to retirement.
- Hired into management position on or after July 1, 2003 must have served the District at least 10 years as a manager immediately prior to retirement.
- Hired into management position on or after July 1, 2011 must have served the District at least 20 years as a manager immediately prior to retirement.

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San Mateo-Foster City School District
2026-2027 Management Salary Schedule
Includes 3% increase effective July 1, 2026

Management Salaries Years 11+ (MGRBOU)

Board Approved: 06/25/2026

	Position	Work Days	Daily 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	\$ 1,027.07	\$ 230,063	\$ 231,587	\$ 233,875	\$ 233,112	\$ 235,399	\$ 232,350	\$ 231,587
B2	Principal - Elementary	208	\$ 1,012.89	\$ 210,681	\$ 212,205	\$ 214,492	\$ 213,730	\$ 216,017	\$ 212,968	\$ 212,205
B3	Principal - Middle	208	\$ 1,022.51	\$ 212,682	\$ 214,207	\$ 216,494	\$ 215,732	\$ 218,019	\$ 214,969	\$ 214,207
B4	Principal on Special Assignment	220	\$ 1,012.89	\$ 222,835	\$ 224,360	\$ 226,647	\$ 225,885	\$ 228,172	\$ 225,122	\$ 224,360
B5	Principal on Special Assignment	208	\$ 1,012.89	\$ 210,681	\$ 212,205	\$ 214,492	\$ 213,730	\$ 216,017	\$ 212,968	\$ 212,205
B6	Assistant Principal	208	\$ 924.66	\$ 192,330	\$ 193,854	\$ 196,142	\$ 195,379	\$ 197,666	\$ 194,617	\$ 193,854
B7	Manager	224	\$ 887.53	\$ 198,807	\$ 200,331	\$ 202,619	\$ 201,856	\$ 204,145	\$ 201,094	\$ 200,331
B8	Supervisor	224	\$ 570.38	\$ 127,764	\$ 129,289	\$ 131,576	\$ 130,814	\$ 133,101	\$ 130,051	\$ 129,289
B9	Coordinators	208	\$ 924.66	\$ 192,330	\$ 193,854	\$ 196,142	\$ 195,379	\$ 197,666	\$ 194,617	\$ 193,854
B10	Construction Project Manager	224	\$ 810.77	\$ 181,613	\$ 183,138	\$ 185,425	\$ 184,662	\$ 186,950	\$ 183,900	\$ 183,138
B12	Chief of Strategic Plan Initiatives	224	\$ 1,228.81	\$ 275,253	\$ 277,435	\$ 280,708	\$ 279,617	\$ 282,890	\$ 278,526	\$ 277,435
B15	Sr. Construction Project Manager	224	\$ 883.72	\$ 197,952	\$ 199,614	\$ 202,107	\$ 201,276	\$ 203,769	\$ 200,445	\$ 199,614
B17	Construction Project Engineer	224	\$ 570.38	\$ 127,764	\$ 129,289	\$ 131,576	\$ 130,814	\$ 133,101	\$ 130,051	\$ 129,289
B20	Assistant Director	215	\$ 1,012.89	\$ 217,771	\$ 219,347	\$ 221,710	\$ 220,923	\$ 223,287	\$ 220,135	\$ 219,347
B21	Coordinators	220	\$ 924.66	\$ 203,426	\$ 205,038	\$ 207,458	\$ 206,651	\$ 209,070	\$ 205,845	\$ 205,038
B22	Executive Director	224	\$ 1,228.81	\$ 275,253	\$ 277,435	\$ 280,708	\$ 279,617	\$ 282,890	\$ 278,526	\$ 277,435

Annual Stipends:

Title I Stipend for Principal of Title I School - \$2,000 per year
Mileage Stipend - \$80 per month
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