

SAN MATEO - FOSTER CITY SCHOOL DISTRICT
2026-2027 CONFIDENTIAL SALARY SCHEDULE
3% Increase effective July 1, 2026

POSITION	Range	Work Days		1	2	3	4	5	9th Yr	11th Yr	16th Yr	18th Yr	21 Yr
Confidential Executive Assistant- Governance	EA	260	Monthly	11,653	11,913	12,180	12,453	12,729	13,366	13,700	14,214	14,391	14,751
			Hourly	67.23	68.73	70.27	71.84	73.44	77.11	79.04	82.00	83.03	85.10
Confidential Assistant to Superintendent	AS	260	Monthly	9,587	9,801	10,021	10,245	10,472	10,996	11,271	11,694	11,840	12,136
			Hourly	55.31	56.54	57.81	59.11	60.42	63.44	65.03	67.46	68.31	70.01
Confidential Administrative Assistant	AA/HR	260	Monthly	7,577	7,956	8,353	8,771	9,210	9,670	9,912	10,283	10,412	10,672
			Hourly	43.71	45.90	48.19	50.60	53.13	55.79	57.18	59.33	60.07	61.57

Annual Stipend:

Master Degree \$1,500; Doctorate Degree \$1,500

Participate in Professional Growth incentive

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

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:

Hired into the District PRIOR to July 1, 2006 requires 10 years of service in the District:

Anyone retired on or after January 1, 2004 has a monthly Medical premium cap of \$1,000 for retiree only, from retirement up to age 65.

Dental & Vision premiums at no cost upon retirement from the District for retiree only, from retirement up to age 65.

At age 65 the employee will receive a District Contribution of \$89 per month, for life.

Hired into the District on or after July 1, 2006 requires 10 years of service in the District:

Anyone retired on or after January 1, 2004 has a monthly Medical premium cap of \$1,000 for retiree only, from retirement up to age 65.

Dental & Vision premiums at no cost upon retirement from the District for retiree only, from retirement up to age 65.

At age 65 benefits will end. Employees hired on or after July 1, 2006 will not receive the \$89 for life District Contribution once they reach age 65