

San Mateo-Foster City School District
2026-2027 HOURLY 8 hours
4% Increase Effective 07/01/2026

Board Approval: 06/25/2026

Years	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22+
Range	Step																					
	A	B	C	D	E	F	F2	F3	F4	L	L2	M	M2	M3	M4	M5	X	X2	Y	Y2	Y3	Z
33	19.87	20.87	21.91	23.02	24.16	25.37	25.37	25.37	25.37	26.63	26.63	27.30	27.30	27.30	27.30	27.30	28.33	28.33	28.68	28.68	28.68	29.40
34	20.36	21.38	22.44	23.57	24.75	25.99	25.99	25.99	25.99	27.28	27.28	27.97	27.97	27.97	27.97	27.97	29.02	29.02	29.38	29.38	29.38	30.11
35	20.87	21.91	23.00	24.16	25.37	26.63	26.63	26.63	26.63	27.97	27.97	28.66	28.66	28.66	28.66	28.66	29.74	29.74	30.12	30.12	30.12	30.87
36	21.35	22.42	23.55	24.72	25.96	27.25	27.25	27.25	27.25	28.61	28.61	29.33	29.33	29.33	29.33	29.33	30.43	30.43	30.80	30.80	30.80	31.57
37	21.90	23.00	24.15	25.36	26.62	27.96	27.96	27.96	27.96	29.36	29.36	30.09	30.09	30.09	30.09	30.09	31.22	31.22	31.61	31.61	31.61	32.40
38	22.46	23.59	24.76	26.00	27.30	28.66	28.66	28.66	28.66	30.10	30.10	30.86	30.86	30.86	30.86	30.86	32.01	32.01	32.41	32.41	32.41	33.22
39	22.95	24.11	25.31	26.57	27.90	29.30	29.30	29.30	29.30	30.76	30.76	31.53	31.53	31.53	31.53	31.53	32.72	32.72	33.12	33.12	33.12	33.96
40	23.59	24.76	26.00	27.30	28.66	30.10	30.10	30.10	30.10	31.61	31.61	32.40	32.40	32.40	32.40	32.40	33.61	33.61	34.03	34.03	34.03	34.88
41	24.17	25.38	26.64	27.98	29.38	30.85	30.85	30.85	30.85	32.39	32.39	33.20	33.20	33.20	33.20	33.20	34.44	34.44	34.87	34.87	34.87	35.74
42	24.74	25.98	27.27	28.64	30.07	31.57	31.57	31.57	31.57	33.16	33.16	33.98	33.98	33.98	33.98	33.98	35.26	35.26	35.69	35.69	35.69	36.59
43	25.43	26.70	28.03	29.43	30.90	32.45	32.45	32.45	32.45	34.07	34.07	34.92	34.92	34.92	34.92	34.92	36.23	36.23	36.68	36.68	36.68	37.61
44	25.99	27.29	28.66	30.09	31.60	33.18	33.18	33.18	33.18	34.83	34.83	35.70	35.70	35.70	35.70	35.70	37.04	37.04	37.50	37.50	37.50	38.44
45	26.68	28.02	29.41	30.89	32.43	34.05	34.05	34.05	34.05	35.76	35.76	36.65	36.65	36.65	36.65	36.65	38.02	38.02	38.50	38.50	38.50	39.46
46	27.29	28.65	30.09	31.60	33.18	34.83	34.83	34.83	34.83	36.58	36.58	37.49	37.49	37.49	37.49	37.49	38.90	38.90	39.38	39.38	39.38	40.36
47	28.02	29.42	30.90	32.44	34.06	35.77	35.77	35.77	35.77	37.55	37.55	38.49	38.49	38.49	38.49	38.49	39.94	39.94	40.44	40.44	40.44	41.44
48	28.70	30.14	31.65	33.23	34.89	36.64	36.64	36.64	36.64	38.47	38.47	39.44	39.44	39.44	39.44	39.44	40.91	40.91	41.42	41.42	41.42	42.46
49	29.42	30.90	32.44	34.06	35.77	37.55	37.55	37.55	37.55	39.43	39.43	40.41	40.41	40.41	40.41	40.41	41.93	41.93	42.45	42.45	42.45	43.51
50	30.12	31.63	33.21	34.87	36.62	38.45	38.45	38.45	38.45	40.37	40.37	41.38	41.38	41.38	41.38	41.38	42.93	42.93	43.46	43.46	43.46	44.55
51	30.93	32.47	34.09	35.80	37.59	39.47	39.47	39.47	39.47	41.44	41.44	42.48	42.48	42.48	42.48	42.48	44.08	44.08	44.63	44.63	44.63	45.74
52	31.71	33.30	34.96	36.71	38.55	40.48	40.48	40.48	40.48	42.50	42.50	43.57	43.57	43.57	43.57	43.57	45.20	45.20	45.76	45.76	45.76	46.90
53	32.53	34.15	35.87	37.66	39.54	41.52	41.52	41.52	41.52	43.60	43.60	44.69	44.69	44.69	44.69	44.69	46.36	46.36	46.94	46.94	46.94	48.11
54	33.33	35.00	36.75	38.58	40.52	42.55	42.55	42.55	42.55	44.67	44.67	45.79	45.79	45.79	45.79	45.79	47.51	47.51	48.10	48.10	48.10	49.30
55	34.15	35.86	37.65	39.53	41.51	43.59	43.59	43.59	43.59	45.77	45.77	46.91	46.91	46.91	46.91	46.91	48.67	48.67	49.28	49.28	49.28	50.51
56	35.06	36.81	38.65	40.58	42.61	44.74	44.74	44.74	44.74	46.98	46.98	48.15	48.15	48.15	48.15	48.15	49.74	49.74	50.59	50.59	50.59	51.84
57	35.93	37.73	39.61	41.60	43.68	45.86	45.86	45.86	45.86	48.15	48.15	49.36	49.36	49.36	49.36	49.36	51.21	51.21	51.84	51.84	51.84	53.14
58	36.84	38.68	40.61	42.64	44.77	47.02	47.02	47.02	47.02	49.37	49.37	50.60	50.60	50.60	50.60	50.60	52.50	52.50	53.15	53.15	53.15	54.49
59	37.73	39.61	41.59	43.67	45.85	48.15	48.15	48.15	48.15	50.55	50.55	51.82	51.82	51.82	51.82	51.82	53.77	53.77	54.43	54.43	54.43	55.80
60	38.73	40.67	42.70	44.83	47.08	49.43	49.43	49.43	49.43	51.91	51.91	53.21	53.21	53.21	53.21	53.21	55.20	55.20	55.89	55.89	55.89	57.28
61	39.66	41.63	43.72	45.91	48.20	50.61	50.61	50.61	50.61	53.14	53.14	54.46	54.46	54.46	54.46	54.46	56.51	56.51	57.22	57.22	57.22	58.65
62	40.64	42.68	44.81	47.05	49.41	51.88	51.88	51.88	51.88	54.46	54.46	55.83	55.83	55.83	55.83	55.83	57.93	57.93	58.65	58.65	58.65	60.11
63	41.65	43.73	45.93	48.21	50.63	53.16	53.16	53.16	53.16	55.82	55.82	57.21	57.21	57.21	57.21	57.21	59.36	59.36	60.10	60.10	60.10	61.61
64	42.69	44.82	47.06	49.42	51.89	54.49	54.49	54.49	54.49	57.21	57.21	58.64	58.64	58.64	58.64	58.64	60.84	60.84	61.60	61.60	61.60	63.14
65	43.77	45.96	48.26	50.67	53.21	55.86	55.86	55.86	55.86	58.66	58.66	60.12	60.12	60.12	60.12	60.12	62.38	62.38	63.16	63.16	63.16	64.73
66	44.88	47.12	49.48	51.95	54.55	57.27	57.27	57.27	57.27	60.14	60.14	61.64	61.64	61.64	61.64	61.64	63.96	63.96	64.76	64.76	64.76	66.37
67	46.00	48.30	50.72	53.26	55.92	58.71	58.71	58.71	58.71	61.65	61.65	63.19	63.19	63.19	63.19	63.19	65.56	65.56	66.37	66.37	66.37	68.04
68	47.15	49.51	51.99	54.59	57.31	60.18	60.18	60.18	60.18	63.19	63.19	64.77	64.77	64.77	64.77	64.77	67.20	67.20	68.04	68.04	68.04	69.74
69	48.32	50.74	53.28	55.94	58.74	61.67	61.67	61.67	61.67	64.76	64.76	66.37	66.37	66.37	66.37	66.37	68.87	68.87	69.72	69.72	69.72	71.47
70	49.54	52.01	54.61	57.35	60.21	63.22	63.22	63.22	63.22	66.38	66.38	68.04	68.04	68.04	68.04	68.04	70.60	70.60	71.47	71.47	71.47	73.26
71	50.77	53.31	55.98	58.78	61.71	64.80	64.80	64.80	64.80	68.05	68.05	69.74	69.74	69.74	69.74	69.74	72.36	72.36	73.27	73.27	73.27	75.10
72	52.04	54.64	57.38	60.25	63.26	66.42	66.42	66.42	66.42	69.74	69.74	71.49	71.49	71.49	71.49	71.49	74.17	74.17	75.10	75.10	75.10	76.97
73	53.31	55.98	58.78	61.71	64.80	68.05	68.05	68.05	68.05	71.45	71.45	73.24	73.24	73.24	73.24	73.24	75.98	75.98	76.93	76.93		

San Mateo-Foster City School District
2026-2027 HOURLY 7.5 hours
4% Increase Effective 07/01/2026

Board Approval: 06/25/2026

Years	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22+
Range	Step																					
	A	B	C	D	E	F	F2	F3	F4	L	L2	M	M2	M3	M4	M5	X	X2	Y	Y2	Y3	Z
33	21.20	22.26	23.36	24.53	25.76	27.05	27.05	27.05	27.05	28.40	28.40	29.11	29.11	29.11	29.11	29.11	30.20	30.20	30.58	30.58	30.58	31.35
34	21.66	22.74	23.88	25.07	26.32	27.64	27.64	27.64	27.64	29.03	29.03	29.75	29.75	29.75	29.75	29.75	30.87	30.87	31.25	31.25	31.25	32.03
35	22.27	23.39	24.55	25.78	27.07	28.42	28.42	28.42	28.42	29.85	29.85	30.60	30.60	30.60	30.60	30.60	31.74	31.74	32.14	32.14	32.14	32.94
36	22.79	23.92	25.12	26.37	27.70	29.08	29.08	29.08	29.08	30.53	30.53	31.29	31.29	31.29	31.29	31.29	32.47	32.47	32.87	32.87	32.87	33.70
37	23.41	24.58	25.81	27.10	28.45	29.88	29.88	29.88	29.88	31.37	31.37	32.16	32.16	32.16	32.16	32.16	33.36	33.36	33.78	33.78	33.78	34.62
38	23.98	25.18	26.44	27.76	29.15	30.61	30.61	30.61	30.61	32.14	32.14	32.94	32.94	32.94	32.94	32.94	34.17	34.17	34.60	34.60	34.60	35.46
39	24.53	25.76	27.05	28.40	29.82	31.31	31.31	31.31	31.31	32.87	32.87	33.70	33.70	33.70	33.70	33.70	34.96	34.96	35.40	35.40	35.40	36.29
40	25.18	26.44	27.76	29.14	30.60	32.14	32.14	32.14	32.14	33.74	33.74	34.58	34.58	34.58	34.58	34.58	35.88	35.88	36.33	36.33	36.33	37.23
41	25.79	27.08	28.43	29.86	31.35	32.92	32.92	32.92	32.92	34.56	34.56	35.42	35.42	35.42	35.42	35.42	36.75	36.75	37.21	37.21	37.21	38.14
42	26.38	27.71	29.09	30.54	32.07	33.68	33.68	33.68	33.68	35.36	35.36	36.24	36.24	36.24	36.24	36.24	37.61	37.61	38.07	38.07	38.07	39.03
43	27.10	28.45	29.88	31.38	32.95	34.59	34.59	34.59	34.59	36.32	36.32	37.23	37.23	37.23	37.23	37.23	38.63	38.63	39.10	39.10	39.10	40.08
44	27.75	29.13	30.59	32.12	33.73	35.41	35.41	35.41	35.41	37.18	37.18	38.11	38.11	38.11	38.11	38.11	39.54	39.54	40.03	40.03	40.03	41.04
45	28.43	29.85	31.35	32.92	34.56	36.29	36.29	36.29	36.29	38.10	38.10	39.05	39.05	39.05	39.05	39.05	40.52	40.52	41.02	41.02	41.02	42.05
46	29.10	30.56	32.08	33.69	35.37	37.14	37.14	37.14	37.14	39.00	39.00	39.98	39.98	39.98	39.98	39.98	41.48	41.48	42.00	42.00	42.00	43.05
47	29.89	31.39	32.96	34.60	36.33	38.15	38.15	38.15	38.15	40.05	40.05	41.06	41.06	41.06	41.06	41.06	42.60	42.60	43.13	43.13	43.13	44.21
48	30.64	32.17	33.78	35.46	37.23	39.09	39.09	39.09	39.09	41.05	41.05	42.08	42.08	42.08	42.08	42.08	43.66	43.66	44.20	44.20	44.20	45.31
49	31.41	32.98	34.63	36.36	38.18	40.08	40.08	40.08	40.08	42.09	42.09	43.14	43.14	43.14	43.14	43.14	44.76	44.76	45.32	45.32	45.32	46.46
50	32.17	33.78	35.46	37.23	39.09	41.05	41.05	41.05	41.05	43.11	43.11	44.18	44.18	44.18	44.18	44.18	45.84	45.84	46.42	46.42	46.42	47.57
51	33.01	34.66	36.40	38.22	40.12	42.13	42.13	42.13	42.13	44.24	44.24	45.34	45.34	45.34	45.34	45.34	47.05	47.05	47.63	47.63	47.63	48.83
52	33.82	35.51	37.28	39.15	41.10	43.16	43.16	43.16	43.16	45.31	45.31	46.45	46.45	46.45	46.45	46.45	48.19	48.19	48.80	48.80	48.80	50.01
53	34.65	36.38	38.20	40.11	42.11	44.22	44.22	44.22	44.22	46.44	46.44	47.59	47.59	47.59	47.59	47.59	49.38	49.38	49.99	49.99	49.99	51.24
54	35.54	37.32	39.18	41.14	43.20	45.35	45.35	45.35	45.35	47.62	47.62	48.82	48.82	48.82	48.82	48.82	50.65	50.65	51.28	51.28	51.28	52.56
55	36.44	38.26	40.18	42.18	44.29	46.51	46.51	46.51	46.51	48.84	48.84	50.06	50.06	50.06	50.06	50.06	51.94	51.94	52.58	52.58	52.58	53.90
56	37.38	39.25	41.20	43.26	45.43	47.70	47.70	47.70	47.70	50.09	50.09	51.34	51.34	51.34	51.34	51.34	53.27	53.27	53.93	53.93	53.93	55.28
57	38.31	40.23	42.23	44.35	46.57	48.89	48.89	48.89	48.89	51.34	51.34	52.62	52.62	52.62	52.62	52.62	54.60	54.60	55.28	55.28	55.28	56.66
58	39.27	41.24	43.30	45.47	47.74	50.13	50.13	50.13	50.13	52.63	52.63	53.94	53.94	53.94	53.94	53.94	55.97	55.97	56.67	56.67	56.67	58.08
59	40.28	42.30	44.41	46.63	48.96	51.41	51.41	51.41	51.41	53.98	53.98	55.33	55.33	55.33	55.33	55.33	57.41	57.41	58.13	58.13	58.13	59.57
60	41.32	43.38	45.55	47.83	50.22	52.73	52.73	52.73	52.73	55.37	55.37	56.75	56.75	56.75	56.75	56.75	58.88	58.88	59.61	59.61	59.61	61.11
61	42.30	44.41	46.63	48.96	51.41	53.98	53.98	53.98	53.98	56.68	56.68	58.09	58.09	58.09	58.09	58.09	60.28	60.28	61.03	61.03	61.03	62.56
62	43.35	45.51	47.79	50.18	52.69	55.32	55.32	55.32	55.32	58.08	58.08	59.54	59.54	59.54	59.54	59.54	61.78	61.78	62.55	62.55	62.55	64.11
63	44.43	46.64	48.98	51.43	54.00	56.70	56.70	56.70	56.70	59.54	59.54	61.03	61.03	61.03	61.03	61.03	63.32	63.32	64.11	64.11	64.11	65.71
64	45.56	47.84	50.23	52.75	55.38	58.16	58.16	58.16	58.16	61.06	61.06	62.59	62.59	62.59	62.59	62.59	64.94	64.94	65.75	65.75	65.75	67.39
65	46.69	49.03	51.47	54.05	56.75	59.59	59.59	59.59	59.59	62.57	62.57	64.13	64.13	64.13	64.13	64.13	66.54	66.54	67.37	67.37	67.37	69.06
66	47.86	50.25	52.76	55.40	58.17	61.08	61.08	61.08	61.08	64.13	64.13	65.74	65.74	65.74	65.74	65.74	68.20	68.20	69.06	69.06	69.06	70.78
67	49.07	51.52	54.10	56.80	59.64	62.62	62.62	62.62	62.62	65.76	65.76	67.40	67.40	67.40	67.40	67.40	69.93	69.93	70.80	70.80	70.80	72.57
68	50.27	52.79	55.43	58.20	61.11	64.17	64.17	64.17	64.17	67.38	67.38	69.07	69.07	69.07	69.07	69.07	71.66	71.66	72.55	72.55	72.55	74.36
69	51.53	54.11	56.82	59.65	62.64	65.77	65.77	65.77	65.77	69.06	69.06	70.78	70.78	70.78	70.78	70.78	73.44	73.44	74.36	74.36	74.36	76.22
70	52.84	55.49	58.26	61.17	64.24	67.44	67.44	67.44	67.44	70.82	70.82	72.59	72.59	72.59	72.59	72.59	75.32	75.32	76.25	76.25	76.25	78.16
71	54.14	56.86	59.70	62.68	65.81	69.11	69.11	69.11	69.11	72.56	72.56	74.37	74.37	74.37	74.37	74.37	77.17	77.17	78.12	78.12	78.12	80.08
72	55.50	58.28	61.19	64.25	67.46	70.83	70.83	70.83	70.83	74.38	74.38	76.24	76.24	76.24	76.24	76.24	79.10	79.10	80.09	80.09	80.09	82.09
73	56.89	59.74	62.72	65.85	69.15	72.60	72.60	72.60	72.60	76.24	76.24	78.15	78.15	78.15	78.15	78						

2HRYLD

**San Mateo-Foster City School District
2026-2027 HOURLY Lead Teacher MOU
4% Increase Effective 07/01/2026**

Appendix A

Board Approved: 06/25/2026

Years	Step	Range 43 12-59 units/PP required & Per MOU	Range 44 AA Degree/Permit Required & Per MOU	Range 46 90 units/Permit Required & Per MOU
1	A	29.20	29.89	30.46
2	B	30.66	31.38	31.98
3	C	32.20	32.95	33.58
4	D	33.81	34.59	35.26
5	E	35.16	35.98	36.67
6	F	36.65	37.51	38.23
7	F2	36.65	37.51	38.23
8	F3	36.65	37.51	38.23
9	F4	36.65	37.51	38.23
10	L	38.49	39.38	40.14
11	L2	38.49	39.38	40.14
12	M	39.45	40.37	41.14
13	M2	39.45	40.37	41.14
14	M3	39.45	40.37	41.14
15	M4	39.45	40.37	41.14
16	M5	39.45	40.37	41.14
17	X	40.92	41.88	42.68
18	X2	40.92	41.88	42.68
19	Y	41.43	42.40	43.22
20	Y2	41.43	42.40	43.22
21	Y3	41.43	42.40	43.22
22+	Z	42.47	43.46	44.30

Note: Includes 5% increase per MOU for Annex staffing ratio effective August 10, 2022.