Human Resources

SMUHSD Instructional Technology Curriculum Coordinator Dom Bigue presents at the new teacher orientation.

Benefits - The Human Resources Department continued to successfully support the District-wide rollout of the Difference Card - an employer-funded Health Reimbursement Account (HRA) debit card that works alongside District-provided medical insurance to offset employee out-of-pocket expenses, helping the District to lower overall healthcare costs without cutting back on existing employee benefits.

Newly-Hired Teacher Support Program - This year, 48 newly hired teachers participated in our New Teacher Support Program (renamed SCOPE for the 26-27 SY). Newly hired teachers participated in an orientation and series of workshops to help them align their practices with the SMUHSD Instructional Framework. Teachers enrolled in the program attend up to five workshops over a two year period of time, and have the opportunity to earn transcript units through our partnership with the University of the Pacific.

Educator Tenure and Permanency - On October 23, the Board of Trustees recognized 87 educators, both certificated and classified, who have earned tenure or permanency - a milestone which affirms that an educator has become an essential, invaluable part of the District's learning community by demonstrating skill, compassion, and a steadfast belief in the potential of every student who walks through their door.

2025-26 Hiring at a Glance

Classified

- 39 Classified Educators
- 46 Classified Substitutes

**SMUHSD started the 2025-26 school year without any certificated vacancies!*

Certificated*

- 53 Teachers
- 3 San Mateo Adult and Career Education (SMACE) Teachers
- 36 Substitute Teachers (includes 4 retirees and 5 SMACE Substitute Teachers)
- 3 Counselors
- 1 Psychologist
- 1 Administrator (Assistant Director, SMACE)

Human Resources

Instructional Coaching Workshop

Classified to Teacher Program - The District supported nine aspiring classified employees interested in pursuing teaching credentials. These employees are working on either degree completion or credential preparation at a partner institution: San Jose State, San Francisco State, and Notre Dame de Namur. This year, the District was proud to support two more program completers, with four program participants - Webster Cruz, Nancy Fraser, Russell Horton, and David Lopez are currently teaching in the District.

Teacher Induction Program - The District supported 32 teachers this year, with 14 recommended for a clear credential in June. Across the District, 23 mentors provided support for teachers in special education and general education classrooms. Mentors engaged in seven mentor colloquiums and candidate meetings throughout the year focused on supporting novice teacher development as well as applying the revised California Standards for the Teaching profession to their practice.

Instructional Coaching and Evaluation - This year, 36 certificated employees provided support through instructional coaching or mentoring. Our coaches and mentors provided support for over 140 certificated employees undergoing full evaluations. Instructional coaches assist with setting professional growth goals and engage educators in coaching inquiry cycles throughout the fall and spring. Additionally, instructional coaches participate in year-round professional learning, starting with a full-day kickoff event in August, and continuing with nearly monthly meetings to strengthen their ability to facilitate equity-focused conversations with the teachers they support.

Volunteers - 610 individuals registered as volunteers for the 2025-26 school year. The Human Resources team also supported school sites by assisting with their Live Scan mobile events.

Read about Classified to Teacher Program Participants:

Webster Cruz

Russell Horton

Negotiations - The Board of Trustees has approved a tentative agreement with the SMUHSD Teachers Association in June. The Board approved contract reopeners with California School Employees Association (CSEA) Chapter 519, and American Federation of State, County and Municipal Employees AFSCME) in June.